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1988-89 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

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1988-89 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Background

Beginning in the mid 1960s, data have been collected on faculty salaries in graduate departments of psychology. For many years, the Council of Graduate Departments of Psychology (COGDOP) was chiefly responsible for conducting this effort. Since 1978, however, this activity has been jointly sponsored by COGDOP and the American Psychological Association (APA). The effort has expanded to include not only the gathering of information on faculty salaries but also data collection on several issues concerning graduate faculty and graduate education. The focus of this report is to present detailed survey results describing faculty salaries.

Method

The 1988-89 Survey of Graduate Departments of Psychology (hereafter referred to as the Departmental Survey) was mailed in October 1988 to U.S. and Canadian graduate departments of psychology listed in the 1988 edition of Graduate Study in Psychology and Associated Fields (APA, 1988), plus members and affiliates of the National Council of Schools of Professional Psychology. Included in the survey, along with basic departmental descriptors (e.g., types of degrees granted), were items on employment status, rank, years in rank, highest degree and year awarded, and salary for all faculty members. Two follow-up mailings were conducted in November.

Of the 633 departments and professional schools surveyed, 454 departments and schools responded and provided usable information, yielding an overall response rate of 72%. The results on faculty salaries reported in the following tables are based on 7,114 faculty who hold doctorates, who are employed full time, and for whom the relevant data were available. Included in this total are 5,132 faculty in 273 U.S. doctoral departments, 1,488 faculty in 141 U.S. master's departments, and 494 faculty in 17 Canadian departments.

Response rates differed, depending on the geographic location (e.g., U.S. or Canada) and status of the institution, (public or private), the highest level of degree offered by the department (doctoral or master's), and the type of department (e.g., Educational Psychology). In general, U.S. departments were much more likely to respond than Canadian departments. Among U.S. departments, response rates were higher for doctoral departments (77%) as compared to master's departments (65%). Higher response rates also were obtained for psychology departments as compared to other types of academic units (e.g., professional schools or educational psychology departments).

Structure of the Report

Results are presented separately for: (1) U.S. doctoral departments; (2) U.S. master's departments; and (3) Canadian doctoral departments. Salaries in U.S. doctoral departments are analyzed by geographic region, by whether the department is in a public or private institution, and by type of department (e.g., psychology, professional school of psychology, or human

development). Detailed breakdowns for master's departments are provided only for psychology departments, given that this group constituted the majority of respondents. Because an insufficient number of Canadian master's-level departments responded, most analyses are restricted to faculty salaries in doctoral Canadian departments.

Given that the majority of faculty hold the doctorate (85-90%), the data reported in these tables are based only on doctoral-level faculty. In almost all cases, salaries are presented according to academic rank and years in rank. This year's survey did collect additional data on the level and year of highest degree for faculty as it was felt that information on years since highest degree can be useful in salary determinations (particularly for the more junior ranks where individuals may have had postdoctoral research and/or clinical experience before being hired). Tables 9, 20, and 25 present salary information by years since doctorate.

Also included in this report is information on starting salaries for new faculty, salaries for department chairs, and salaries for faculty who serve as directors of clinical, counseling, or school psychology training programs (see Tables 26-30). Data on benefits associated with these positions and other types of administrative responsibilities (e.g., Director of Graduate Studies) are reported in Tables 27-30.

Caveats and Changes from Previous Reports

There are several points that should be kept in mind when reading this report. The first concerns usage of the term "Graduate Departments of Psychology." This term is employed in its broadest sense to include departments, schools, interdisciplinary programs, or other academic units that are listed in Graduate Study in Psychology and Associated Fields as offering a graduate degree in one or more areas of psychology. Department name refers to what the department is called: (a) psychology; (b) educational psychology; (c) counseling psychology; (d) human development; (e) professional school; (f) counseling, guidance and counselor education; (g) school psychology; (h) education; or (i) other. Note that these department names are not synonymous with program areas. For example, a program in counseling or school psychology may be found in any one of several categories. Almost two thirds of the departments award degrees in several different areas of psychology. The remaining third tend to be departments that are more specialized, offering degrees in a few closely related areas of psychology. Thus, "graduate departments of psychology" is used in a generic sense to encompass any academic unit that offers one or more graduate degrees in psychology.

Second, in viewing the results, some consideration should be given to possible error introduced by nonresponse. Comparisons of respondents with nonrespondents indicated few marked differences in terms of the geographic distribution for U.S. doctoral departments and for doctoral psychology departments, in particular. On the other hand, the response rate for master's departments, although reasonably high, was both lower overall and for those departments in private institutions. In addition, only half of the Canadian departments responded to the survey. Thus, in reading the results, the appropriate response rate should always be consulted (see Appendix Table A).

In many of the tables, percentage changes in average salaries from 1986-87 to 1988-89 are provided. These percentages are discussed in both monetary terms (as measured in current dollars) and in real terms (those that have been adjusted for inflation). This adjustment is based on the rates of inflation reported by the Bureau of Labor Statistics for both the U.S. and Canada. It is important to note that these percentage changes are based on salary data reported by departments that responded to the survey for the respective years; they are not based on changes in faculty salaries computed on an individual basis. Thus, they are subject to the errors that may be introduced by having a slightly different set of departments responding to each survey.

The results reported in the following tables are not directly comparable to those for psychology faculty reported in other major national surveys. For example, the survey conducted by the American Association of University Professors (1988) is based on faculty in all types of departments (both those with and without graduate psychology programs). The same is true of the study carried out by the American Association of Land Grant Colleges and Universities and College and University Personnel Association (1988) of faculty in public institutions.

REFERENCES

American Association of Land Grant Colleges and Universities and College and University Personnel Association. (1988). 1987-88 AASCU/CUPA National Faculty Salary Survey by discipline and rank in state colleges and universities. Washington, DC: Author.

American Association of University Professors (1988). The annual report on the economic status of the profession 1987-88. Academe (March-April 1988).

American Psychological Association (1988). Graduate Study in Psychology and Associated Fields, 1988. Washington, DC: Author.

NOTES TO TABLES

1. Medians, quartiles, means, and standard deviations are reported for the majority of analyses. The median may be the most useful measure of central tendency since it is less influenced by extreme values than the arithmetic mean. In most of the tables, both median and mean salaries are presented; observed differences reflect the skewness in the distributions.

2. No statistics are provided where the N is less than 10 or where the standard deviation is 0. In these instances, only the N is provided.

3. Statistics also were not provided when the number of responding departments was 1 or when the Ns for subgroups based on rank and years in rank were so small that aggregate statistics would not be meaningful.

4. The majority of tables report salaries for faculty in U.S. graduate departments of psychology on a 9-10-month basis. Some departments (e.g., professional schools of psychology and departments of psychology in medical schools), however, typically operate on an 11-12-month academic calendar. In these cases, the 9-10-month salaries can be converted to their 11-12-month equivalents by multiplying by 11/9.

5. Percentage changes in average salaries from 1986-87 to 1988-89 are provided in some tables. These percentages are reported in both monetary terms (as measured in current dollars) and in real terms (those that have been adjusted for inflation). This adjustment is based on the rates of inflation reported by the Bureau of Labor Statistics for both the U.S. and Canada. These percentage changes are based on salary data reported by departments that responded to the survey for the respective years; they are not based on increases in faculty salaries computed on an individual basis. Thus, they are affected by the error resulting from having a slightly different set of departments responding to each survey.

6. This report uses nine categories for geographic region that correspond to the divisions used by the U.S. Department of Commerce's Bureau of the Census. The states comprising each cluster are listed in Appendix B.

FACULTY SALARIES IN U.S. DOCTORAL DEPARTMENTS OF PSYCHOLOGY

Table 1. Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank: 1986-87 to 1988-89

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TABLE 1

Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank: 1986-87 to 1988-89

	Rank				
	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All Ranks
U.S. Doctoral Departments					
1986-87 (240 departments)	$48,342	$34,415	$27,343	$25,653	$40,042
	N=2,349	N=1,307	N=868	N=78	N=4,602
1987-88 (259 departments)	$50,950	$36,316	$29,351	$29,314	$42,302
	N=2,524	N=1,433	N=966	N=57	N=4,980
1988-89 (273 departments)	$53,602	$38,543	$30,987	$31,839	$44,543
	N=2,586	N=1,457	N=1,047	N=42	N=5,132
Percentage change in monetary salary					
1986-87 to 1987-88:	+5.4%	+5.5%	+7.3%	+14.3%	+5.6%
1987-88 to 1988-89:	+5.2%	+6.1%	+5.6%	+8.6%	+5.3%
Percentage change in real terms					
1986-87 to 1987-88:	+1.4%	+1.5%	+3.3%	+10.3%	+1.6%
1987-88 to 1988-89:	+1.0%	+1.9%	+1.4%	+4.4%	+1.1%
All U.S. Departments					
1986-87 (360 departments)	$46,973	$33,910	$27,041	$25,731	$39,023
	N=2,950	N=1,704	N=1,128	N=92	N=5,874
1987-88 (383 departments)	$49,182	$35,621	$28,815	$28,535	$41,081
	N=3,178	N=1,836	N=1,212	N=68	N=6,294
1988-89 (414 departments)	$51,623	$37,690	$30,437	$31,353	$43,135
	N=3,313	N=1,906	N=1,349	N=52	N=6,620
Percentage change in monetary salary					
1986-87 to 1987-88:	+4.7%	+5.0%	+6.6%	+10.9%	+5.3%
1987-88 to 1988-89:	+5.0%	+5.8%	+5.6%	+9.9%	+5.0%
Percentage change in real terms					
1986-87 to 1987-88:	+0.7%	+1.0%	+2.6%	+6.9%	+1.3%
1987-88 to 1988-89:	+0.8%	+1.6%	+1.4%	+5.7%	+0.8%

Source: 1987-88 and 1988-89 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 4.0% for the period from September 1986 to September 1987 and 4.2% for the period from September 1987 to September 1988.

TABLE 2

Changes in Average Salaries of Full-Time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank: 1986-87 to 1988-89

	Full Professor				Associate Professor			Assistant Professor		Lecturer or Instructor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
1986-87	$51,886	$46,907	$42,639	$41,722	$35,557	$33,966	$32,458	$28,187	$26,455	$27,435	$24,763
(240 departments)	N=1,179	N=641	N=266	N=263	N=661	N=338	N=308	N=445	N=423	N=26	N=52
1987-88	$54,723	$49,046	$45,141	$44,845	$37,307	$36,162	$34,564	$30,427	$28,424	$31,816	$27,495
(259 departments)	N=1,269	N=664	N=282	N=309	N=719	N=337	N=377	N=447	N=519	N=24	N=33
1988-89	$56,896	$52,322	$47,387	$48,203	$39,420	$38,945	$36,521	$32,508	$29,888	$34,249	$29,428
(273 departments)	N=1,314	N=673	N=286	N=313	N=721	N=353	N=383	N=439	N=608	N=21	N=21
Percentage change in monetary salary											
1986-87 to 1987-88:	+5.5%	+4.6%	+5.9%	+7.5%	+4.9%	+6.5%	+6.5%	+7.9%	+7.4%	+16.0%	+11.0%
1987-88 to 1988-89:	+4.0%	+6.7%	+5.0%	+7.5%	+5.7%	+7.7%	+5.7%	+6.8%	+5.2%	+7.6%	+7.0%
Percentage change in real terms											
1986-87 to 1987-88:	+1.5%	+0.6%	+1.9%	+3.5%	+0.9%	+2.5%	+2.5%	+3.9%	+3.4%	+12.0%	+7.0%
1987-88 to 1988-89:	-0.2%	+2.5%	+0.8%	+3.3%	+1.5%	+3.5%	+1.5%	+2.6%	+1.0%	+3.4%	+2.8%

Source: 1987-88 and 1988-89 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 4.0% for the period from September 1986 to September 1987 and 4.2% for the period from September 1987 to September 1988.

TABLE 3

Distribution of 1988-89 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

	Full Professor				Associate Professor			Assistant Professor		Lecturer/Instructor	
9-10-month salary	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
$85,000 or more	45	5		3							
80,000-84,999	36	5	2	4	2						
75,000-79,999	68	17	2	3	1						
$74,000-74,999	11	1									
73,000-73,999	15	1		1		1	1				
72,000-72,999	13	2	1								
71,000-71,999	11	3		1							
70,000-70,999	11	4		2							
$69,000-69,999	24	6	1								
68,000-68,999	16	4	2	2	1						
67,000-67,999	25	5	2								
66,000-66,999	31	13	1	2							
65,000-65,999	22	10	2	4							
$64,000-64,999	36	16	3	1							
63,000-63,999	51	23	4	2							
62,000-62,999	22	13		2	1	1					
61,000-61,999	21	18	2	5			1				
60,000-60,999	34	13	2	4	1		1				
$59,000-59,999	28	20	3	5							
58,000-58,999	31	9	6	4	2						
57,000-57,999	25	17	6	3	4						
56,000-56,999	36	13	7	5	1	1	1				
55,000-55,999	42	15	1	11	3						
$54,000-54,999	29	28	5	3	3	2	1	1		1	
53,000-53,999	37	19	12	9	4		2				
52,000-52,999	58	37	6	17	25	7	1	2	1		
51,000-51,999	33	20	9	8	7	3					
50,000-50,999	56	25	16	11	7	4	2			1	
$49,000-49,999	40	23	22	14	6	8	1			1	
48,000-48,999	37	23	9	6	12	6	4	2			
47,000-47,999	49	28	12	14	15	5	6				
46,000-46,999	29	23	8	17	17	10	4	6	1		
45,000-45,999	46	31	20	11	30	6	9	1	1		
$44,000-44,999	32	23	18	25	25	7	6	7		1	1
43,000-43,999	39	36	11	12	34	11	5	1			
42,000-42,999	24	25	9	16	28	23	14	2	2	1	
41,000-41,999	25	16	8	11	38	25	14	2	1	1	
40,000-40,999	23	19	16	14	43	24	15	3	3		
$39,000-39,999	26	17	15	13	43	22	19	9	5		
38,000-38,999	12	14	7	11	44	19	30	16	5		
37,000-37,999	8	13	8	7	41	24	26	18	6		1
36,000-36,999	12	7	10	5	38	28	33	26	12	1	
35,000-35,999	11	5	4	5	42	21	25	17	21		
$34,000-34,999	8	2	4	4	40	24	31	26	13	1	
33,000-33,999	6	4	3	4	24	15	22	30	30		2
32,000-32,999	5	1	2	4	39	21	21	45	60	1	3
31,000-31,999	8		1	2	23	6	22	45	52	1	2
30,000-30,999	3			1	28	8	22	45	75		1
$29,000-29,999	1			1	16	5	18	38	59	1	1
28,000-28,999	1	1	1	2	12	8	13	37	79	5	2
27,000-27,999	1				7	3	7	19	75		1
26,000-26,999	1		1	1	5	3	3	17	45	4	3
25,000-25,999				1	3	1	1	10	29	1	
Less than $25,000			2		6	1	2	14	33		4
N	1,314	673	286	313	721	353	383	439	608	21	21

Source: 1988-89 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology. All salaries are 9-10-month salaries and are for full-time faculty.

TABLE 4

Summary Statistics: 1988-89 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
FULL PROFESSOR:								
12 or more years	$54,885	$41,160	$47,195	$65,001	$75,688	$56,896	13,499	1,314
6 - 11 years	$50,962	$40,029	$44,347	$59,300	$65,391	$52,322	10,587	673
3 - 5 years	$46,350	$37,056	$40,713	$51,838	$58,515	$47,387	9,130	286
Less than 3 years	$46,489	$37,071	$41,262	$52,968	$61,059	$48,203	11,059	313
All years	$51,560	$39,474	$44,685	$61,100	$70,466	$53,602	12,625	2,586
ASSOCIATE PROFESSOR:								
6 or more years	$38,800	$30,646	$34,510	$43,608	$48,680	$39,420	7,397	721
3 - 5 years	$38,200	$31,910	$34,476	$42,352	$47,515	$38,945	6,347	353
Less than 3 years	$36,000	$29,557	$32,272	$39,394	$44,243	$36,521	6,069	383
All years	$37,800	$30,482	$33,968	$42,232	$47,253	$38,543	6,925	1,457
ASSISTANT PROFESSOR:								
3 or more years	$31,745	$27,189	$29,269	$35,200	$38,500	$32,508	4,941	439
Less than 3 years	$29,550	$25,945	$27,500	$32,000	$34,710	$29,888	3,806	608
All years	$30,300	$26,282	$28,000	$33,000	$36,625	$30,987	4,506	1,047
LECTURER/INSTRUCTOR:								
3 or more years	$29,196	$26,042	$27,364	$42,068	$49,941	$34,249	9,101	21
Less than 3 years	$29,768	$22,119	$26,400	$32,030	$36,286	$29,428	5,354	21
All years	$29,482	$23,211	$26,761	$33,574	$44,129	$31,839	7,768	42

Source: 1988-89 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries.

TABLE 5

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U.S. REGIONS (273 departments)							
Full professor:	12 or more years in rank	54,885	47,160	65,001	56,896	13,499	1,314
	6 - 11 years in rank	50,962	44,347	59,300	52,322	10,587	673
	3 - 5 years in rank	46,350	40,713	51,838	47,387	9,130	286
	Less than 3 years in rank	46,489	41,262	52,968	48,203	11,059	313
	All years	51,560	44,685	61,100	53,602	12,625	2,586
Associate professor:	6 or more years in rank	38,800	34,510	43,608	39,420	7,397	721
	3 - 5 years in rank	38,200	34,476	42,352	38,945	6,347	353
	Less than 3 years in rank	36,000	32,272	39,394	36,521	6,069	383
	All years	37,800	33,968	42,232	38,543	6,925	1,457
Assistant professor:	3 or more years in rank	31,745	29,269	35,200	32,508	4,941	439
	Less than 3 years in rank	29,550	27,500	32,000	29,888	3,806	608
	All years	30,300	28,000	33,000	30,987	4,506	1,047
Lecturer/Instructor:	3 or more years in rank	29,196	27,364	42,068	34,249	9,101	21
	Less than 3 years in rank	29,768	26,400	32,030	29,428	5,354	21
	All years	29,482	26,761	33,574	31,839	7,768	42
All ranks	All years	42,024	33,900	52,400	44,534	13,745	5,132
NEW ENGLAND (20 departments)							
Full professor:	12 or more years in rank	62,220	52,000	69,757	62,389	12,435	103
	6 - 11 years in rank	53,622	48,579	59,274	55,264	10,317	46
	3 - 5 years in rank	49,230	45,688	53,219	49,490	6,231	19
	Less than 3 years in rank	47,896	45,075	54,485	50,294	7,959	24
	All years	55,634	48,692	66,362	57,894	12,074	192
Associate professor:	6 or more years in rank	41,062	37,116	44,472	41,591	6,192	52
	3 - 5 years in rank	38,562	35,145	41,000	38,860	4,418	22
	Less than 3 years in rank	36,400	33,775	38,810	36,300	4,011	28
	All years	38,708	35,533	42,905	39,549	5,736	102
Assistant professor:	3 or more years in rank	32,625	31,590	34,300	33,344	4,119	36
	Less than 3 years in rank	31,100	29,888	32,788	31,456	3,073	34
	All years	31,985	30,577	33,738	32,427	3,745	70
All ranks	All years	45,338	35,572	56,500	47,698	14,440	367
MIDDLE ATLANTIC (48 departments)							
Full professor:	12 or more years in rank	63,402	52,950	70,675	62,716	12,244	237
	6 - 11 years in rank	60,000	50,264	63,800	58,143	9,868	89
	3 - 5 years in rank	50,966	46,390	63,402	54,709	10,847	42
	Less than 3 years in rank	51,825	44,214	56,480	51,428	9,722	65
	All years	59,351	49,599	65,302	59,305	12,040	433
Associate professor:	6 or more years in rank	44,975	40,471	49,900	44,634	6,711	147
	3 - 5 years in rank	42,352	38,713	47,303	42,922	6,068	66
	Less than 3 years in rank	38,938	36,260	42,662	39,423	5,185	54
	All years	43,050	38,727	47,761	43,157	6,567	267
Assistant professor:	3 or more years in rank	33,000	30,012	36,091	33,536	5,127	101
	Less than 3 years in rank	30,910	28,000	33,611	30,829	4,445	91
	All years	32,000	28,659	35,197	32,253	4,991	192
All ranks	All years	47,229	37,176	58,795	48,575	14,511	897

TABLE 5 (Continued)
1988-89 Salaries for Full-time Faculty in U.S. Doctoral
Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST NORTH CENTRAL (48 departments)							
Full professor:	12 or more years in rank	52,093	46,109	60,155	54,321	12,058	250
	6 - 11 years in rank	50,000	44,506	58,525	52,441	11,037	120
	3 - 5 years in rank	45,710	40,898	54,824	47,369	10,905	58
	Less than 3 years in rank	45,900	41,122	51,038	48,134	13,009	72
	All years	50,000	44,140	58,343	52,172	12,109	500
Associate professor:	6 or more years in rank	38,500	34,592	42,508	39,061	7,314	145
	3 - 5 years in rank	38,314	34,150	42,908	39,621	7,218	54
	Less than 3 years in rank	37,143	33,600	40,626	37,962	7,094	77
	All years	38,021	34,000	42,000	38,864	7,234	276
Assistant professor:	3 or more years in rank	32,020	29,367	35,908	33,180	5,493	102
	Less than 3 years in rank	29,061	27,102	32,000	30,102	4,425	129
	All years	30,500	28,017	33,620	31,461	5,147	231
All ranks	All years	41,594	33,616	50,284	43,535	13,057	1,026
WEST NORTH CENTRAL (24 departments)							
Full professor:	12 or more years in rank	49,230	41,648	56,425	50,556	11,675	142
	6 - 11 years in rank	46,926	42,345	53,026	48,184	8,762	59
	3 - 5 years in rank	39,616	36,151	45,760	42,613	9,289	23
	Less than 3 years in rank	40,000	36,573	47,087	41,380	8,410	19
	All years	46,558	40,025	54,600	48,511	10,987	243
Associate professor:	6 or more years in rank	36,300	32,878	39,922	37,687	7,886	49
	3 - 5 years in rank	37,443	30,426	42,581	37,503	7,610	28
	Less than 3 years in rank	34,455	31,868	38,657	35,813	6,220	34
	All years	35,694	32,543	40,053	37,067	7,326	111
Assistant professor:	3 or more years in rank	29,890	27,150	32,862	30,680	4,564	25
	Less than 3 years in rank	29,550	27,587	31,975	29,785	3,269	55
	All years	29,550	27,512	31,994	30,065	3,716	80
All ranks	All years	39,843	33,000	48,967	42,147	11,840	435
SOUTH ATLANTIC (47 departments)							
Full professor:	12 or more years in rank	56,506	45,382	65,632	57,080	13,014	174
	6 - 11 years in rank	51,644	44,993	58,087	51,996	8,179	110
	3 - 5 years in rank	47,114	40,698	51,800	46,979	6,651	41
	Less than 3 years in rank	44,250	40,471	46,915	45,676	10,664	45
	All years	51,444	44,305	60,542	53,062	11,672	370
Associate professor:	6 or more years in rank	38,800	35,566	41,750	38,780	5,931	131
	3 - 5 years in rank	37,328	34,440	40,900	38,110	5,560	76
	Less than 3 years in rank	35,000	32,000	37,500	35,162	4,960	63
	All years	37,278	34,161	40,725	37,747	5,780	270
Assistant professor:	3 or more years in rank	30,725	28,997	33,600	31,705	4,880	54
	Less than 3 years in rank	29,925	28,156	31,371	29,710	2,854	80
	All years	30,186	28,500	32,000	30,514	3,911	134
All ranks	All years	41,275	34,100	51,500	43,798	12,798	775

TABLE 5 (Continued)
1988-89 Salaries for Full-time Faculty in U.S. Doctoral
Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST SOUTH CENTRAL (18 departments)							
Full professor:	12 or more years in rank	49,375	44,164	54,307	51,047	10,871	75
	6 - 11 years in rank	45,695	40,064	52,000	48,288	10,866	43
	3 - 5 years in rank	42,600	38,946	49,442	43,610	5,934	21
	Less than 3 years in rank	-	-	-	-	-	9
	All years	46,640	42,606	52,607	49,426	11,160	148
Associate professor:	6 or more years in rank	33,302	31,512	37,060	34,487	4,747	28
	3 - 5 years in rank	35,710	32,884	41,012	36,884	6,679	22
	Less than 3 years in rank	32,209	28,894	40,175	33,958	5,817	26
	All years	33,849	31,068	38,085	35,000	5,779	76
Assistant professor:	3 or more years in rank	30,500	28,042	32,000	30,249	2,728	19
	Less than 3 years in rank	27,550	26,000	29,538	28,284	3,546	39
	All years	28,980	26,434	31,000	28,928	3,406	58
All ranks	All years	40,000	31,461	47,500	41,190	12,394	285
WEST SOUTH CENTRAL (22 departments)							
Full professor:	12 or more years in rank	47,100	40,683	54,492	48,487	10,720	71
	6 - 11 years in rank	46,090	42,260	56,212	49,971	12,021	52
	3 - 5 years in rank	45,495	40,000	51,650	45,958	8,011	27
	Less than 3 years in rank	41,585	38,300	49,505	45,045	11,007	23
	All years	45,846	40,362	53,354	48,081	10,858	173
Associate professor:	6 or more years in rank	34,450	30,645	38,276	35,200	6,758	70
	3 - 5 years in rank	36,255	32,985	41,267	36,899	4,780	32
	Less than 3 years in rank	34,900	31,500	39,102	35,723	6,793	35
	All years	35,000	31,320	39,201	35,730	6,355	137
Assistant professor:	3 or more years in rank	30,223	28,801	31,568	30,506	2,815	32
	Less than 3 years in rank	29,106	27,305	30,750	29,076	2,478	65
	All years	29,435	27,610	31,200	29,548	2,666	97
All ranks	All years	36,801	30,750	44,917	39,356	11,194	412
MOUNTAIN (22 departments)							
Full professor:	12 or more years in rank	51,187	45,988	57,200	52,128	10,090	98
	6 - 11 years in rank	47,358	41,850	54,792	49,464	10,199	58
	3 - 5 years in rank	43,824	39,700	47,146	43,754	5,435	16
	Less than 3 years in rank	46,060	39,148	55,092	47,717	8,990	30
	All years	49,066	43,284	55,664	50,045	9,933	202
Associate professor:	6 or more years in rank	37,388	32,382	40,780	36,937	5,836	46
	3 - 5 years in rank	35,746	31,458	40,173	35,760	6,247	25
	Less than 3 years in rank	31,657	30,700	37,977	34,759	6,508	19
	All years	36,658	31,157	40,470	36,150	6,090	90
Assistant professor:	3 or more years in rank	29,275	27,850	30,317	29,761	4,233	30
	Less than 3 years in rank	28,000	27,000	31,200	29,521	3,852	49
	All years	28,500	27,319	30,961	29,612	3,976	79
All ranks	All years	40,757	31,525	50,464	42,285	11,930	372

TABLE 5 (Continued)
1988-89 Salaries for Full-time Faculty in U.S. Doctoral
Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PACIFIC (32 departments)							
Full professor:	12 or more years in rank	61,450	52,575	75,500	63,423	15,938	164
	6 - 11 years in rank	52,968	45,334	61,100	53,088	11,005	96
	3 - 5 years in rank	45,540	41,584	50,900	46,260	6,258	39
	Less than 3 years in rank	46,625	43,906	52,976	48,787	9,132	26
	All years	52,968	46,134	64,500	57,140	14,799	325
Associate professor:	6 or more years in rank	36,096	32,729	41,793	37,327	8,089	53
	3 - 5 years in rank	39,980	35,001	41,860	38,836	4,265	28
	Less than 3 years in rank	36,096	32,463	38,300	36,014	5,501	47
	All years	36,710	33,703	41,400	37,175	6,537	128
Assistant professor:	3 or more years in rank	35,400	31,612	37,100	34,405	4,722	40
	Less than 3 years in rank	30,249	27,261	32,700	29,687	4,052	66
	All years	31,635	27,969	35,329	31,467	4,871	106
All ranks	All years	43,932	35,400	55,100	47,684	16,349	563

Source: 1988-89 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported by region, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

TABLE 6

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U.S. REGIONS (181 departments)							
Full professor:	12 or more years in rank	53,821	46,400	64,200	56,155	13,233	1,035
	6 - 11 years in rank	50,048	43,871	59,212	51,951	10,564	528
	3 - 5 years in rank	46,100	40,248	51,160	47,073	8,488	217
	Less than 3 years in rank	45,890	41,234	52,968	48,304	11,300	236
	All years	50,900	44,085	60,495	53,157	12,386	2,016
Associate professor:	6 or more years in rank	38,370	33,946	43,309	38,987	7,060	550
	3 - 5 years in rank	38,147	34,000	42,600	38,885	6,880	248
	Less than 3 years in rank	36,009	32,001	39,950	36,530	6,109	272
	All years	37,500	33,454	42,032	38,339	6,864	1,070
Assistant professor:	3 or more years in rank	31,067	29,000	35,400	32,332	5,177	287
	Less than 3 years in rank	29,450	27,390	32,000	29,892	3,632	446
	All years	30,000	28,000	32,812	30,848	4,463	733
Lecturer/Instructor:	3 or more years in rank	-	-	-	-	-	8
	Less than 3 years in rank	-	-	-	-	-	8
	All years	29,084	27,121	33,858	32,830	9,024	16
All ranks	All years	42,515	34,194	52,650	44,674	13,567	3,835
NEW ENGLAND (6 departments)							
Full professor:	12 or more years in rank	59,648	50,599	69,593	61,504	12,651	56
	6 - 11 years in rank	54,745	49,080	59,274	55,554	9,051	26
	3 - 5 years in rank	48,978	46,112	51,473	49,007	3,611	13
	Less than 3 years in rank	47,896	45,445	53,122	49,416	7,585	14
	All years	54,169	48,562	63,518	57,042	11,620	109
Associate professor:	6 or more years in rank	39,310	37,064	43,335	40,214	4,324	26
	3 - 5 years in rank	-	-	-	-	-	9
	Less than 3 years in rank	32,010	31,073	36,918	33,642	3,653	11
	All years	37,301	34,513	41,001	38,420	5,359	46
Assistant professor:	3 or more years in rank	31,586	30,086	33,930	33,520	6,535	13
	Less than 3 years in rank	30,552	28,644	35,092	31,587	4,017	12
	All years	30,986	29,732	34,118	32,592	5,451	25
All ranks	All years	48,342	37,216	56,527	48,887	14,085	180
MIDDLE ATLANTIC (22 departments)							
Full professor:	12 or more years in rank	63,402	57,356	70,719	63,780	10,620	142
	6 - 11 years in rank	63,402	57,774	63,600	60,967	8,018	47
	3 - 5 years in rank	51,829	45,834	61,099	54,376	10,381	23
	Less than 3 years in rank	52,818	49,191	57,750	53,173	8,907	35
	All years	63,293	52,759	65,302	60,866	10,702	247
Associate professor:	6 or more years in rank	47,761	43,937	52,759	47,483	5,500	90
	3 - 5 years in rank	43,568	40,133	49,733	44,394	5,978	37
	Less than 3 years in rank	41,000	38,000	44,150	40,730	5,334	27
	All years	45,433	41,638	50,939	45,557	6,120	154
Assistant professor:	3 or more years in rank	33,900	29,708	36,946	34,224	6,055	45
	Less than 3 years in rank	32,323	28,380	35,218	31,808	4,441	45
	All years	33,050	29,415	35,722	33,016	5,418	90
All ranks	All years	49,616	41,130	63,293	50,923	13,877	492

TABLE 6 (Continued)

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST NORTH CENTRAL (35 departments)							
Full professor:	12 or more years in rank	52,200	46,220	60,439	54,584	12,083	227
	6 - 11 years in rank	49,841	44,403	58,115	52,279	11,290	104
	3 - 5 years in rank	45,920	41,778	54,682	48,659	9,852	39
	Less than 3 years in rank	45,600	41,730	51,050	49,014	13,055	63
	All years	50,000	44,350	58,793	52,686	12,047	433
Associate professor:	6 or more years in rank	38,400	34,585	42,120	38,583	6,258	115
	3 - 5 years in rank	38,554	33,880	43,152	40,165	7,997	40
	Less than 3 years in rank	37,344	34,000	40,750	38,119	6,623	59
	All years	38,388	34,000	41,706	38,751	6,717	214
Assistant professor:	3 or more years in rank	32,152	30,000	36,018	33,379	5,280	73
	Less than 3 years in rank	29,200	27,500	32,000	30,185	3,866	99
	All years	30,575	28,325	33,783	31,541	4,776	172
All ranks	All years	42,465	34,692	51,098	44,544	13,154	822
WEST NORTH CENTRAL (22 departments)							
Full professor:	12 or more years in rank	49,160	41,314	56,450	50,505	11,769	133
	6 - 11 years in rank	47,450	41,130	53,120	48,435	9,044	54
	3 - 5 years in rank	39,566	36,138	45,675	42,470	9,482	22
	Less than 3 years in rank	41,500	34,860	48,612	41,777	8,829	17
	All years	46,793	39,967	54,925	48,571	11,126	226
Associate professor:	6 or more years in rank	36,000	32,570	39,551	36,561	5,812	43
	3 - 5 years in rank	37,443	30,426	42,581	37,503	7,610	28
	Less than 3 years in rank	34,750	32,185	38,672	36,053	6,311	32
	All years	35,613	32,500	40,000	36,659	6,454	103
Assistant professor:	3 or more years in rank	29,964	27,481	32,942	30,850	4,580	24
	Less than 3 years in rank	30,000	28,000	32,050	30,050	3,357	49
	All years	30,000	27,774	32,350	30,313	3,789	73
All ranks	All years	39,822	33,100	49,097	42,204	11,795	402
SOUTH ATLANTIC (27 departments)							
Full professor:	12 or more years in rank	56,426	46,490	64,350	56,707	13,156	125
	6 - 11 years in rank	50,000	44,771	57,950	51,654	8,234	81
	3 - 5 years in rank	46,200	40,078	50,682	46,067	6,704	35
	Less than 3 years in rank	43,224	39,816	45,043	45,006	11,097	34
	All years	49,800	43,900	60,215	52,418	11,793	275
Associate professor:	6 or more years in rank	38,400	35,383	41,400	38,111	5,693	101
	3 - 5 years in rank	37,750	34,023	40,100	38,121	5,944	55
	Less than 3 years in rank	34,350	30,896	36,862	34,136	3,739	48
	All years	37,084	33,963	39,902	37,179	5,609	204
Assistant professor:	3 or more years in rank	30,147	28,539	32,000	31,145	5,276	39
	Less than 3 years in rank	29,850	28,500	31,366	29,644	2,843	57
	All years	30,000	28,500	31,637	30,254	4,055	96
All ranks	All years	40,602	33,885	49,761	43,287	12,723	576

TABLE 6 (Continued)

1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST SOUTH CENTRAL (15 departments)							
Full professor:	12 or more years in rank	47,871	43,650	53,184	49,398	8,447	61
	6 - 11 years in rank	44,000	39,748	47,005	44,689	7,469	35
	3 - 5 years in rank	41,564	38,873	49,444	43,500	6,067	20
	Less than 3 years in rank	-	-	-	-	-	6
	All years	45,427	41,022	50,893	47,158	8,949	122
Associate professor:	6 or more years in rank	32,873	31,450	34,868	33,997	4,743	24
	3 - 5 years in rank	35,710	32,996	39,750	37,094	6,513	20
	Less than 3 years in rank	31,665	28,783	37,677	33,342	5,621	24
	All years	33,310	31,011	37,181	34,677	5,757	68
Assistant professor:	3 or more years in rank	29,025	27,900	31,079	29,811	2,778	13
	Less than 3 years in rank	27,532	26,000	29,884	28,364	3,618	36
	All years	28,042	26,136	30,771	28,747	3,449	49
All ranks	All years	39,091	31,171	45,768	39,752	10,616	241
WEST SOUTH CENTRAL (18 departments)							
Full professor:	12 or more years in rank	45,523	40,556	52,965	47,026	9,805	62
	6 - 11 years in rank	45,884	41,344	53,332	49,069	12,036	42
	3 - 5 years in rank	45,495	39,968	51,236	45,808	8,245	25
	Less than 3 years in rank	42,840	38,480	50,991	45,688	11,314	21
	All years	45,245	40,194	51,885	47,208	10,440	150
Associate professor:	6 or more years in rank	34,120	30,602	38,240	35,100	6,828	68
	3 - 5 years in rank	36,090	32,568	40,892	36,437	4,742	26
	Less than 3 years in rank	36,042	32,020	39,742	36,632	7,190	28
	All years	34,950	31,138	38,931	35,737	6,520	122
Assistant professor:	3 or more years in rank	30,193	28,801	31,984	30,590	2,855	28
	Less than 3 years in rank	28,990	27,000	30,708	28,941	2,574	58
	All years	29,184	27,500	31,200	29,478	2,764	86
All ranks	All years	36,330	30,509	44,000	38,876	10,763	363
MOUNTAIN (18 departments)							
Full professor:	12 or more years in rank	51,385	45,920	57,000	51,952	10,272	87
	6 - 11 years in rank	45,826	41,254	54,520	49,043	10,560	53
	3 - 5 years in rank	43,824	38,900	48,096	43,933	5,731	14
	Less than 3 years in rank	46,120	39,300	55,369	48,122	9,185	27
	All years	49,001	42,700	55,776	49,909	10,133	181
Associate professor:	6 or more years in rank	37,574	32,403	40,903	37,082	5,993	42
	3 - 5 years in rank	35,325	30,468	39,430	34,971	6,138	21
	Less than 3 years in rank	33,574	30,775	38,983	35,013	6,600	18
	All years	36,634	31,014	40,488	36,075	6,179	81
Assistant professor:	3 or more years in rank	29,371	28,425	30,517	30,080	4,422	26
	Less than 3 years in rank	28,000	27,000	31,550	29,480	3,974	46
	All years	28,500	27,339	31,000	29,697	4,120	72
All ranks	All years	40,749	31,567	50,171	42,197	11,980	334

TABLE 6 (Continued)

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PACIFIC (21 departments)							
Full professor:	12 or more years in rank	61,100	52,968	75,500	63,203	15,335	142
	6 - 11 years in rank	54,200	47,638	61,175	54,181	10,502	86
	3 - 5 years in rank	49,400	43,996	52,075	48,167	5,777	26
	Less than 3 years in rank	49,400	44,800	54,200	50,215	9,891	19
	All years	54,200	49,195	64,762	58,025	14,076	273
Associate professor:	6 or more years in rank	35,910	32,266	41,868	36,715	5,230	41
	3 - 5 years in rank	40,857	36,000	41,400	39,345	3,641	12
	Less than 3 years in rank	38,100	36,252	41,400	38,762	4,704	25
	All years	38,000	34,324	41,400	37,776	4,930	78
Assistant professor:	3 or more years in rank	35,400	31,668	37,100	34,059	4,232	26
	Less than 3 years in rank	29,702	27,321	32,650	29,894	3,286	44
	All years	30,700	27,819	35,400	31,441	4,162	70
All ranks	All years	48,204	37,150	59,300	49,812	16,152	425

Source: 1988-89 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported by region, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

TABLE 7

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Departments in Private Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U. S. REGIONS (89 departments)							
Full professor:	12 or more years in rank	58,300	50,000	68,169	59,646	14,130	279
	6 - 11 years in rank	52,282	45,865	60,000	53,671	10,594	145
	3 - 5 years in rank	47,176	42,900	54,600	48,374	10,916	69
	Less than 3 years in rank	46,830	41,335	52,850	47,891	10,352	77
	All years	52,686	45,794	64,000	55,174	13,329	570
Associate professor:	6 or more years in rank	40,471	35,600	44,072	40,812	8,259	171
	3 - 5 years in rank	38,900	35,717	41,750	39,086	4,891	105
	Less than 3 years in rank	36,000	33,250	38,820	36,497	5,996	111
	All years	38,100	34,622	42,326	39,106	7,069	387
Assistant professor:	3 or more years in rank	32,339	30,508	34,688	32,840	4,457	152
	Less than 3 years in rank	30,000	27,565	32,000	29,876	4,260	162
Lecturer/Instructor:	3 or more years in rank	29,196	26,593	38,963	32,791	7,625	13
	Less than 3 years in rank	30,500	24,059	32,030	29,666	6,231	13
	All years	29,848	26,459	33,408	31,228	7,006	26
All ranks	All years	40,823	33,142	51,775	44,122	14,257	1,297
NEW ENGLAND (14 departments)							
Full professor:	12 or more years in rank	63,590	53,500	71,000	63,444	12,223	47
	6 - 11 years in rank	51,450	46,381	59,375	54,886	12,001	20
	3 - 5 years in rank	-	-	-	-	-	6
	Less than 3 years in rank	48,350	44,880	59,348	51,524	8,712	10
	All years	59,130	49,230	67,000	59,013	12,630	83
Associate professor:	6 or more years in rank	43,285	36,917	45,531	42,969	7,455	26
	3 - 5 years in rank	38,900	37,312	41,000	38,711	2,171	13
	Less than 3 years in rank	37,200	35,285	40,000	38,019	3,288	17
	All years	39,025	36,363	43,468	40,478	5,914	56
Assistant professor:	3 or more years in rank	32,700	31,875	34,300	33,245	1,915	23
	Less than 3 years in rank	31,500	29,888	32,500	31,385	2,524	22
	All years	32,000	31,200	33,800	32,335	2,399	45
All ranks	All years	42,900	34,300	56,500	46,553	14,720	187
MIDDLE ATLANTIC (26 departments)							
Full professor:	12 or more years in rank	58,600	50,835	70,750	61,125	14,245	95
	6 - 11 years in rank	52,141	48,204	64,094	54,983	10,839	42
	3 - 5 years in rank	49,400	47,000	64,600	55,113	11,660	19
	Less than 3 years in rank	47,158	40,938	54,346	49,392	10,374	30
	All years	55,225	48,028	65,759	57,231	13,364	186
Associate professor:	6 or more years in rank	40,823	37,334	44,143	40,137	5,977	57
	3 - 5 years in rank	40,614	36,528	45,252	41,046	5,747	29
	Less than 3 years in rank	37,000	35,700	39,264	38,115	4,773	27
	All years	39,755	36,523	43,906	39,887	5,705	113
Assistant professor:	3 or more years in rank	33,000	30,725	36,000	32,982	4,214	56
	Less than 3 years in rank	30,000	27,199	32,050	29,871	4,283	46
	All years	31,272	28,590	34,000	31,579	4,501	102
All ranks	All years	42,291	34,000	53,094	45,722	14,768	405

TABLE 7 (Continued)
1987-88 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Private Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST NORTH CENTRAL (13 departments)							
Full professor:	12 or more years in rank	50,600	45,300	58,800	51,726	11,746	23
	6 - 11 years in rank	50,857	47,700	61,000	53,495	9,476	16
	3 - 5 years in rank	45,000	33,000	56,000	44,720	12,677	19
	Less than 3 years in rank	-	-	-	-	-	9
	All years	49,500	42,300	56,500	48,851	12,071	67
Associate professor:	6 or more years in rank	39,250	34,575	43,309	40,893	10,360	30
	3 - 5 years in rank	37,950	36,000	40,150	38,067	4,129	14
	Less than 3 years in rank	34,100	30,770	39,867	37,447	8,659	18
	All years	37,689	33,950	42,475	39,254	8,841	62
Assistant professor:	3 or more years in rank	31,850	28,274	34,252	32,679	6,065	29
	Less than 3 years in rank	28,750	26,214	32,401	29,828	5,986	30
	All years	30,039	27,800	33,603	31,229	6,144	59
All ranks	All years	36,786	30,186	47,000	39,467	11,840	204
WEST NORTH CENTRAL (2 departments)		(Insufficient Ns of faculty for analysis)					
SOUTH ATLANTIC (12 departments)							
Full professor:	12 or more years in rank	58,503	49,600	66,042	58,031	12,728	49
	6 - 11 years in rank	52,673	45,529	59,602	52,951	8,091	29
	3 - 5 years in rank	-	-	-	-	-	6
	Less than 3 years in rank	47,000	41,420	51,050	47,746	9,368	11
	All years	54,700	47,308	63,223	54,928	11,168	95
Associate professor:	6 or more years in rank	40,875	35,575	44,161	41,030	6,254	30
	3 - 5 years in rank	37,150	35,066	41,750	38,081	4,531	21
	Less than 3 years in rank	37,000	33,625	39,000	38,444	6,844	15
	All years	38,025	35,575	42,550	39,504	5,987	66
Assistant professor:	3 or more years in rank	32,130	30,250	36,400	33,162	3,387	15
	Less than 3 years in rank	30,000	27,600	31,400	29,875	2,940	23
	All years	30,900	28,854	33,000	31,173	3,483	38
All ranks	All years	42,420	35,500	54,700	45,276	12,931	199
EAST SOUTH CENTRAL (3 departments)		(Insufficient Ns of faculty for analysis)					
WEST SOUTH CENTRAL (4 departments)		(Insufficient Ns of faculty for analysis)					
MOUNTAIN (4 departments)		(Insufficient Ns of faculty for analysis)					
PACIFIC (11 departments)							
Full professor:	12 or more years in rank	64,000	50,375	82,250	64,843	19,753	22
	6 - 11 years in rank	38,170	35,935	50,548	43,688	11,274	10
	3 - 5 years in rank	44,000	37,792	45,520	42,444	5,552	13
	Less than 3 years in rank	-	-	-	-	-	7
	All years	46,500	39,254	62,312	52,492	17,564	52

TABLE 7 (Continued)

1987-88 Salaries for Full-time Faculty in U.S. Doctoral Departments in Private Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PACIFIC (Continued)							
Associate professor:	6 or more years in rank	36,429	33,774	40,788	39,419	14,270	12
	3 - 5 years in rank	37,200	34,597	42,228	38,455	4,760	16
	Less than 3 years in rank	33,835	29,512	35,778	32,890	4,667	22
	All years	35,396	33,103	38,361	36,238	8,432	50
Assistant professor:	3 or more years in rank	34,625	31,590	38,850	35,050	5,636	14
	Less than 3 years in rank	31,698	25,000	32,879	29,271	5,334	22
	All years	31,911	29,084	34,938	31,519	6,085	36
All ranks	All years	36,710	32,762	45,449	41,131	15,223	138

Source: 1988-89 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported by region, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

TABLE 8

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department, Rank, and Years in Rank

Type of Department, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PSYCHOLOGY (173 departments)							
Full professor:	12 or more years in rank	56,219	48,000	66,500	58,181	13,804	1,045
	6 - 11 years in rank	52,291	45,222	60,443	53,320	10,557	524
	3 - 5 years in rank	47,626	41,689	52,950	48,343	8,988	221
	Less than 3 years in rank	46,750	42,096	53,500	48,755	10,100	251
	All years	52,673	45,399	63,000	54,709	12,756	2,041
Associate professor:	6 or more years in rank	38,941	34,508	43,563	39,459	7,404	536
	3 - 5 years in rank	38,899	34,444	42,562	38,975	6,286	254
	Less than 3 years in rank	36,096	32,825	40,000	36,766	6,074	280
	All years	38,000	33,958	42,478	38,639	6,907	1,070
Assistant professor:	3 or more years in rank	32,000	29,906	35,400	32,768	4,704	333
	Less than 3 years in rank	30,000	27,873	32,000	30,134	3,662	447
	All years	30,850	28,500	33,270	31,258	4,337	780
Lecturer/Instructor:	3 or more years in rank	30,524	27,724	41,877	34,170	8,751	18
	Less than 3 years in rank	30,500	22,119	32,000	29,539	6,160	15
	All years	30,500	26,593	35,120	32,065	7,923	33
All ranks	All years	43,049	34,300	53,116	45,475	14,166	3,924
EDUCATIONAL/COUNSELING/SCHOOL PSYCHOLOGY (67 departments)							
Full professor:	12 or more years in rank	50,160	44,553	57,599	51,592	9,726	213
	6 - 11 years in rank	46,700	41,817	52,270	47,945	8,303	113
	3 - 5 years in rank	44,096	40,396	49,977	45,608	7,116	42
	Less than 3 years in rank	42,700	39,709	49,172	44,187	6,956	29
	All years	47,790	42,680	54,760	49,380	9,247	397
Associate professor:	6 or more years in rank	38,664	35,300	43,855	39,540	6,499	120
	3 - 5 years in rank	37,494	35,246	40,750	38,241	4,670	56
	Less than 3 years in rank	36,304	32,000	39,016	35,910	4,160	56
	All years	37,834	34,727	41,201	38,350	5,767	232
Assistant professor:	3 or more years in rank	30,250	28,550	33,908	31,461	4,719	57
	Less than 3 years in rank	29,000	27,000	31,324	29,343	3,257	97
	All years	29,450	27,500	32,025	30,127	3,982	154
All ranks	All years	41,000	34,200	48,746	42,209	10,780	791
HUMAN DEVELOPMENT (10 departments)							
Full professor:	12 or more years in rank	54,312	45,122	63,176	54,600	13,506	28
	6 - 11 years in rank	55,300	42,450	64,377	53,807	13,159	11
	3 - 5 years in rank	-	-	-	-	-	7
	Less than 3 years in rank	45,300	42,234	50,078	46,306	6,274	17
	All years	48,613	42,450	58,077	51,177	11,780	63
Associate professor:	6 or more years in rank	35,847	32,648	42,291	37,658	6,140	24
	3 - 5 years in rank	37,018	34,968	43,270	38,386	5,656	14
	Less than 3 years in rank	35,000	32,514	38,146	35,621	2,786	17
	All years	36,100	33,000	40,614	37,214	5,225	55
Assistant professor:	3 or more years in rank	29,064	28,128	31,084	29,635	3,136	19
	Less than 3 years in rank	28,360	26,412	30,000	28,559	3,326	26
	All years	28,700	26,956	30,595	29,013	3,255	45
All ranks	All years	36,896	31,098	46,955	40,296	12,216	164

TABLE 8 (Continued)

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department, Rank, and Years in Rank

Type of Department, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PROFESSIONAL SCHOOL (16 schools)							
Full professor:	12 or more years in rank	47,092	39,160	60,259	50,671	14,299	22
	6 - 11 years in rank	45,865	37,677	61,990	50,018	14,677	22
	3 - 5 years in rank	37,137	29,806	44,400	37,308	9,286	13
	Less than 3 years in rank	34,994	30,558	42,126	37,083	9,392	11
	All years	42,832	35,550	54,712	45,707	14,153	68
Associate professor:	6 or more years in rank	37,814	32,268	44,745	38,343	7,672	32
	3 - 5 years in rank	35,717	34,027	42,085	37,789	6,012	22
	Less than 3 years in rank	32,164	28,806	38,934	33,680	6,414	24
	All years	35,670	31,000	41,469	36,752	7,081	78
Assistant professor:	3 or more years in rank	30,266	26,250	32,600	30,197	4,228	23
	Less than 3 years in rank	27,233	23,925	31,418	27,498	5,050	24
	All years	28,000	25,725	32,542	28,819	4,812	47
All ranks	All years	35,416	30,000	43,134	37,975	11,741	193

Source: 1988-89 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree. The category "Educational/Counseling/School Psychology" includes departments of educational psychology, counseling psychology, school psychology, and other similar types of units. All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. With the exception of Psychology Departments, salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each type of department. For a description of the states included in each region, see Appendix B.

TABLE 9

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Type of Department and Years Since Doctorate

Type of Department and Years Since Doctorate	Median	Q1	Q3	Mean	S.D.	N
PSYCHOLOGY (169 departments)						
35 or more years	63,304	50,730	77,226	64,153	16,476	176
30 - 34 years	57,114	46,510	66,737	57,579	14,624	284
25 - 29 years	52,810	44,522	63,402	54,148	13,159	432
20 - 24 years	49,404	43,006	58,800	50,952	12,267	660
17 - 19 years	46,619	40,450	53,666	47,952	11,069	434
14 - 16 years	43,268	38,338	50,884	44,920	10,303	344
11 - 13 years	40,994	35,883	47,000	42,106	9,304	378
8 - 10 years	36,500	32,961	40,783	37,417	6,747	317
6 - 7 years	33,825	30,674	37,445	34,376	5,104	204
4 - 5 years	31,432	29,000	34,000	31,700	3,827	206
2 - 3 years	30,000	27,500	32,645	30,415	4,757	206
0 - 1 year	29,500	27,436	31,020	29,306	3,371	154
EDUCATIONAL/COUNSELING/SCHOOL PSYCHOLOGY (66 departments)						
35 or more years	-	-	-	-	-	8
30 - 34 years	52,729	46,032	63,604	54,396	11,598	38
25 - 29 years	48,366	43,070	57,567	49,741	11,587	76
20 - 24 years	46,061	41,341	52,022	47,179	8,951	153
17 - 19 years	43,615	39,326	49,200	44,706	7,323	107
14 - 16 years	39,758	36,317	46,988	41,444	7,456	82
11 - 13 years	38,822	35,773	42,954	39,657	6,765	61
8 - 10 years	37,500	34,713	40,000	37,458	5,980	59
6 - 7 years	32,700	29,400	35,260	32,941	4,371	41
4 - 5 years	30,516	28,250	32,550	30,633	3,473	48
2 - 3 years	29,431	27,475	32,290	29,858	3,436	38
0 - 1 year	28,015	27,000	29,438	28,619	3,343	41
HUMAN DEVELOPMENT (9 departments)						
35 or more years	-	-	-	-	-	3
30 - 34 years	62,619	45,581	75,099	61,177	17,261	10
25 - 29 years	-	-	-	-	-	6
20 - 24 years	-	-	-	-	-	7
17 - 19 years	50,112	42,640	57,774	50,012	9,784	11
14 - 16 years	42,262	35,801	48,198	42,228	7,993	22
11 - 13 years	40,614	35,434	44,475	39,773	6,967	17
8 - 10 years	35,230	32,525	39,072	36,666	5,575	29
6 - 7 years	-	-	-	-	-	9
4 - 5 years	-	-	-	-	-	8
2 - 3 years	28,630	26,550	29,000	28,515	3,284	11
0 - 1 year	27,815	25,443	30,794	28,357	4,461	10

TABLE 9 (continued)

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Type of Department and Years Since Doctorate

Type of Department and Years Since Doctorate	Median	Q1	Q3	Mean	S.D.	N
PROFESSIONAL SCHOOL (20 schools)						
35 or more years	-	-	-	-	-	5
30 - 34 years	-	-	-	-	-	8
25 - 29 years	45,375	38,611	63,256	50,455	17,224	14
20 - 24 years	38,963	35,550	50,580	42,872	10,557	24
17 - 19 years	38,136	29,938	51,540	42,210	14,932	17
14 - 16 years	37,640	31,883	43,500	37,430	9,632	22
11 - 13 years	34,994	28,875	42,013	35,734	8,627	27
8 - 10 years	31,740	29,678	35,778	32,562	6,871	36
6 - 7 years	30,133	26,290	33,842	30,539	6,966	28
4 - 5 years	33,393	27,225	37,556	33,748	7,016	15
2 - 3 years	27,497	25,450	32,505	27,752	5,374	12
0 - 1 year	25,500	19,939	29,000	25,698	6,597	10

Source: 1988-89 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree. The category "Educational/Counseling/School Psychology" includes departments of educational psychology, counseling psychology, school psychology, and other similar units. All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided.

TABLE 10

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL REGIONS (173 departments)							
Full professor:	12 or more years in rank	56,219	48,000	66,500	58,181	13,804	1,045
	6 - 11 years in rank	52,291	45,222	60,443	53,320	10,557	524
	3 - 5 years in rank	47,626	41,689	52,950	48,343	8,988	221
	Less than 3 years in rank	46,750	42,096	53,500	48,755	10,100	251
	All years	52,673	45,399	63,000	54,709	12,756	2,041
Associate professor:	6 or more years in rank	38,941	34,508	43,563	39,459	7,404	536
	3 - 5 years in rank	38,899	34,444	42,562	38,975	6,286	254
	Less than 3 years in rank	36,096	32,825	40,000	36,766	6,074	280
	All years	38,000	33,958	42,478	38,639	6,907	1,070
Assistant professor:	3 or more years in rank	32,000	29,906	35,400	32,768	4,704	333
	Less than 3 years in rank	30,000	27.873	32,000	30,134	3,662	447
	All years	30,850	28,500	33,270	31,258	4,337	780
All ranks	All years	43,049	34,300	53,116	45,475	14,166	3,924
NEW ENGLAND (15 departments)							
Full professor:	12 or more years in rank	63,412	53,460	70,874	63,457	12,347	93
	6 - 11 years in rank	53,622	48,579	59,274	55,264	10,317	46
	3 - 5 years in rank	49,360	46,760	52,964	50,345	5,549	16
	Less than 3 years in rank	48,043	45,300	55,167	50,545	8,040	23
	All years	56,400	48,994	66,525	58,493	12,117	178
Associate professor:	6 or more years in rank	40,832	37,181	44,106	41,566	6,324	42
	3 - 5 years in rank	38,975	35,115	41,000	38,979	4,623	20
	Less than 3 years in rank	36,000	32,010	38,291	35,650	3,643	23
	All years	38,829	35,486	42,475	39,356	5,837	85
Assistant professor:	3 or more years in rank	32,700	31,586	34,300	33,386	4,171	35
	Less than 3 years in rank	31,500	30,000	32,500	31,571	2,888	27
	All years	32,000	30,700	33,813	32,595	3,752	62
All ranks	All years	46,383	36,000	58,902	48,478	14,757	326
MIDDLE ATLANTIC (29 departments)							
Full professor:	12 or more years in rank	63,402	53,889	71,000	63,739	11,965	190
	6 - 11 years in rank	60,694	51,022	63,402	58,829	8,990	69
	3 - 5 years in rank	58,150	48,046	63,402	55,961	10,982	36
	Less than 3 years in rank	52,730	45,946	57,683	52,708	10,109	50
	All years	61,075	51,000	65,745	60,347	11,780	345
Associate professor:	6 or more years in rank	45,383	41,890	52,145	45,826	6,150	98
	3 - 5 years in rank	43,437	40,300	48,798	43,855	5,641	50
	Less than 3 years in rank	39,800	36,615	44,150	40,221	5,566	37
	All years	43,946	39,750	49,028	44,172	6,253	185
Assistant professor:	3 or more years in rank	34,194	32,000	37,446	35,113	4,869	73
	Less than 3 years in rank	32,000	29,310	34,966	31,883	4,486	61
	All years	33,050	30,900	36,046	33,642	4,952	134
All ranks	All years	48,500	39,213	61,292	50,339	14,392	669

TABLE 10 (Continued)

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST NORTH CENTRAL (29 departments)							
Full professor:	12 or more years in rank	53,800	47,744	63,751	56,035	12,146	191
	6 - 11 years in rank	50,400	45,725	59,851	53,427	11,059	97
	3 - 5 years in rank	46,100	43,298	54,636	49,070	9,420	40
	Less than 3 years in rank	46,440	41,404	51,385	47,665	8,977	57
	All years	51,050	45,464	59,973	53,415	11,603	385
Associate professor:	6 or more years in rank	38,556	34,564	42,575	39,137	7,449	122
	3 - 5 years in rank	38,450	33,920	42,966	39,369	6,044	41
	Less than 3 years in rank	37,244	33,830	40,444	37,824	6,175	56
	All years	38,042	34,000	42,000	38,845	6,892	219
Assistant professor:	3 or more years in rank	32,000	29,269	35,877	32,843	4,970	87
	Less than 3 years in rank	29,500	27,500	32,000	30,185	4,177	104
	All years	30,740	28,400	33,603	31,396	4,732	191
All ranks	All years	41,600	33,420	51,192	43,813	13,167	812
WEST NORTH CENTRAL (14 departments)							
Full professor:	12 or more years in rank	46,774	39,537	54,600	49,024	11,900	91
	6 - 11 years in rank	45,725	42,430	52,550	47,568	7,884	38
	3 - 5 years in rank	39,315	35,050	46,130	41,333	8,899	13
	Less than 3 years in rank	37,574	32,641	45,104	39,435	8,685	14
	All years	44,805	39,466	52,534	47,168	10,947	156
Associate professor:	6 or more years in rank	33,840	32,543	39,828	37,209	9,199	27
	3 - 5 years in rank	33,250	28,674	41,200	34,254	6,397	16
	Less than 3 years in rank	34,320	30,248	41,129	36,640	7,701	19
	All years	34,000	30,690	39,882	36,272	8,070	62
Assistant professor:	3 or more years in rank	28,161	26,825	31,273	29,868	4,661	15
	Less than 3 years in rank	29,500	27,567	31,250	29,345	2,666	33
	All years	28,956	27,481	31,205	29,508	3,372	48
All ranks	All years	39,515	32,570	47,200	41,384	11,781	267
SOUTH ATLANTIC (31 departments)							
Full professor:	12 or more years in rank	58,000	48,095	65,815	57,944	13,071	149
	6 - 11 years in rank	51,900	45,460	58,000	51,984	8,045	95
	3 - 5 years in rank	47,114	40,698	51,800	46,979	6,651	41
	Less than 3 years in rank	44,766	42,432	47,950	47,667	10,238	38
	All years	52,000	44,750	60,670	53,590	11,585	323
Associate professor:	6 or more years in rank	38,450	35,275	41,712	38,410	5,894	106
	3 - 5 years in rank	37,600	34,500	41,000	38,376	5,438	67
	Less than 3 years in rank	35,000	32,700	37,061	35,580	5,006	52
	All years	37,081	34,500	40,750	37,746	5,667	225
Assistant professor:	3 or more years in rank	30,800	29,175	32,525	31,291	4,159	45
	Less than 3 years in rank	30,050	28,500	31,498	30,024	2,834	68
	All years	30,266	28,605	32,000	30,528	3,462	113
All ranks	All years	41,578	34,629	52,199	44,233	12,955	662

TABLE 10 (Continued)

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST SOUTH CENTRAL (11 departments)							
Full professor:	12 or more years in rank	50,162	44,850	56,049	52,269	11,735	56
	6 - 11 years in rank	47,450	43,537	59,225	51,864	12,074	26
	3 - 5 years in rank	44,514	38,310	49,725	44,390	6,330	17
	Less than 3 years in rank	-	-	-	-	-	6
	All years	49,375	43,901	54,518	51,011	11,471	105
Associate professor:	6 or more years in rank	33,040	31,440	36,500	34,036	4,568	23
	3 - 5 years in rank	33,732	31,390	43,025	36,563	7,495	13
	Less than 3 years in rank	30,194	28,105	33,672	31,854	4,951	18
	All years	32,457	29,915	37,262	33,917	5,693	54
Assistant professor:	3 or more years in rank	30,750	28,660	32,175	30,372	2,752	18
	Less than 3 years in rank	27,275	25,600	29,654	28,195	3,914	30
	All years	29,000	26,068	31,118	29,012	3,651	48
All ranks	All years	40,000	31,000	49,442	41,331	13,236	209
WEST SOUTH CENTRAL (15 departments)							
Full professor:	12 or more years in rank	46,500	40,600	54,492	48,414	10,801	55
	6 - 11 years in rank	45,884	41,019	59,815	51,425	13,770	36
	3 - 5 years in rank	43,215	40,055	52,446	45,709	9,414	17
	Less than 3 years in rank	40,160	36,600	52,476	45,215	13,023	15
	All years	44,667	40,175	54,000	48,531	11,919	123
Associate professor:	6 or more years in rank	34,505	30,723	38,564	35,479	7,167	53
	3 - 5 years in rank	37,469	32,265	41,450	37,136	5,195	17
	Less than 3 years in rank	34,812	30,216	39,058	35,694	7,478	28
	All years	35,000	30,838	39,347	35,828	6,923	98
Assistant professor:	3 or more years in rank	30,418	28,720	31,778	30,552	3,147	18
	Less than 3 years in rank	29,182	27,722	30,719	29,308	2,265	44
	All years	29,675	28,105	30,963	29,670	2,589	62
All ranks	All years	37,386	30,752	44,584	39,917	11,859	285
MOUNTAIN (11 departments)							
Full professor:	12 or more years in rank	52,150	46,025	59,498	52,547	10,753	72
	6 - 11 years in rank	45,025	40,800	55,156	49,365	11,400	39
	3 - 5 years in rank	42,700	36,800	47,000	42,539	5,722	11
	Less than 3 years in rank	46,695	40,966	55,510	48,666	9,197	25
	All years	49,670	43,000	56,100	50,294	10,673	147
Associate professor:	6 or more years in rank	38,102	32,030	40,875	36,769	6,079	31
	3 - 5 years in rank	34,026	29,304	38,917	34,514	6,301	18
	Less than 3 years in rank	35,492	30,200	42,000	35,304	7,164	15
	All years	36,658	30,725	40,501	35,792	6,381	64
Assistant professor:	3 or more years in rank	29,371	28,500	30,250	29,695	3,185	16
	Less than 3 years in rank	28,100	27,132	31,400	29,602	3,586	39
	All years	29,000	27,550	31,000	29,629	3,445	55
All ranks	All years	40,748	31,284	50,800	42,479	12,409	267

TABLE 10 (Continued)

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PACIFIC (18 departments)							
Full professor:	12 or more years in rank	64,500	52,968	75,500	64,977	15,735	148
	6 - 11 years in rank	54,200	49,400	61,400	54,933	10,170	78
	3 - 5 years in rank	49,400	44,475	51,200	47,924	5,496	30
	Less than 3 years in rank	46,750	44,800	52,968	49,493	9,098	23
	All years	54,200	49,400	66,900	59,059	14,616	279
Associate professor:	6 or more years in rank	36,769	32,965	41,868	37,042	5,098	34
	3 - 5 years in rank	40,180	35,001	41,400	38,845	3,743	12
	Less than 3 years in rank	37,200	35,021	41,202	38,110	4,528	32
	All years	37,600	34,638	41,400	37,758	4,675	78
Assistant professor:	3 or more years in rank	35,400	33,505	37,100	34,411	3,780	26
	Less than 3 years in rank	30,252	27,261	32,600	30,086	3,258	41
	All years	32,017	28,062	35,400	31,765	4,044	67
All ranks	All years	49,400	37,293	61,100	50,818	16,699	427

Source: 1988-89 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported by region, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

TABLE 11

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U. S. REGIONS (128 departments)							
Full professor:	12 or more years in rank	54,880	47,699	64,960	57,212	13,579	811
	6 - 11 years in rank	52,000	44,810	60,590	52,866	10,609	402
	3 - 5 years in rank	46,988	40,373	51,822	47,398	8,543	172
	Less than 3 years in rank	46,200	41,810	53,188	48,538	10,175	186
	All years	52,110	44,800	61,400	53,998	12,569	1,571
Associate professor:	6 or more years in rank	38,400	33,797	43,258	38,960	7,138	424
	3 - 5 years in rank	38,659	33,896	42,756	38,891	6,750	189
	Less than 3 years in rank	36,000	31,944	40,200	36,489	6,081	199
	All years	37,775	33,392	42,296	38,338	6,876	812
Assistant professor:	3 or more years in rank	31,666	29,200	35,629	32,496	4,943	215
	Less than 3 years in rank	29,715	27,620	32,000	30,073	3,446	333
	All years	30,265	28,062	33,160	31,024	4,262	548
All ranks	All years	43,100	34,500	52,968	45,331	13,901	2,941
NEW ENGLAND (6 departments)							
Full professor:	12 or more years in rank	59,648	50,599	69,593	61,504	12,651	56
	6 - 11 years in rank	54,745	49,080	59,275	55,554	9,051	26
	3 - 5 years in rank	48,978	46,112	51,473	49,007	3,611	13
	Less than 3 years in rank	47,896	45,445	53,122	49,416	7,585	14
	All years	54,169	48,562	63,518	57,042	11,620	109
Associate professor:	6 or more years in rank	39,310	37,064	43,335	40,214	4,324	26
	3 - 5 years in rank	-	-	-	-	-	9
	Less than 3 years in rank	32,010	31,073	36,918	33,642	3,653	11
	All years	37,301	34,513	41,001	38,420	5,359	46
Assistant professor:	3 or more years in rank	31,586	30,086	33,930	33,520	6,535	13
	Less than 3 years in rank	30,552	28,644	35,092	31,587	4,017	12
	All years	30,986	29,732	34,118	32,592	5,451	25
All ranks	All years	48,342	37,216	56,527	48,887	14,085	180
MIDDLE ATLANTIC (12 departments)							
Full professor:	12 or more years in rank	63,402	55,800	69,780	63,688	10,815	111
	6 - 11 years in rank	63,402	60,563	63,402	61,971	5,409	35
	3 - 5 years in rank	58,300	48,000	63,402	55,576	10,669	19
	Less than 3 years in rank	55,900	51,825	61,099	56,104	8,319	23
	All years	63,402	53,728	65,233	61,621	10,161	188
Associate professor:	6 or more years in rank	48,310	43,878	52,729	47,885	5,390	66
	3 - 5 years in rank	43,570	41,480	49,792	44,819	5,629	32
	Less than 3 years in rank	43,244	40,100	46,498	42,602	5,114	16
	All years	46,377	42,244	52,745	46,283	5,736	114
Assistant professor:	3 or more years in rank	35,423	33,010	41,704	36,210	5,884	32
	Less than 3 years in rank	33,100	31,431	36,000	33,453	3,375	31
	All years	34,401	32,000	36,750	34,853	4,975	63
All ranks	All years	51,823	42,575	63,402	52,158	13,299	366

TABLE 11 (Continued)

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST NORTH CENTRAL (20 departments)							
Full professor:	12 or more years in rank	53,999	48,200	63,850	56,443	12,122	171
	6 - 11 years in rank	50,168	45,380	59,776	53,359	11,339	82
	3 - 5 years in rank	46,045	43,298	54,370	49,257	9,137	28
	Less than 3 years in rank	45,900	40,836	51,218	47,814	9,172	50
	All years	51,589	45,500	60,040	53,768	11,723	331
Associate professor:	6 or more years in rank	38,612	34,585	42,120	38,734	6,209	95
	3 - 5 years in rank	38,659	33,920	44,850	39,815	6,270	33
	Less than 3 years in rank	37,344	34,000	40,502	37,823	4,776	39
	All years	38,612	34,400	41,950	38,735	5,921	167
Assistant professor:	3 or more years in rank	32,020	30,000	36,000	32,871	4,342	60
	Less than 3 years in rank	29,500	28,000	32,000	30,242	3,212	76
	All years	30,870	28,516	33,675	31,402	3,961	136
All ranks	All years	42,960	34,589	52,069	44,957	13,226	636
WEST NORTH CENTRAL (12 departments)							
Full professor:	12 or more years in rank	44,965	39,507	54,670	48,773	12,049	82
	6 - 11 years in rank	46,926	41,694	52,700	47,884	8,286	33
	3 - 5 years in rank	38,758	34,525	45,063	40,965	9,191	12
	Less than 3 years in rank	37,574	31,630	45,834	39,672	9,417	12
	All years	44,333	39,315	53,000	47,102	11,172	139
Associate professor:	6 or more years in rank	33,456	31,904	36,862	34,765	5,075	21
	3 - 5 years in rank	33,250	28,674	41,200	34,254	6,397	16
	Less than 3 years in rank	34,410	30,855	41,564	37,189	7,937	17
	All years	33,739	30,545	38,971	35,377	6,473	54
Assistant professor:	3 or more years in rank	28,169	27,312	31,710	30,101	4,745	14
	Less than 3 years in rank	30,000	28,000	31,975	29,728	2,780	27
	All years	29,550	27,524	31,738	29,855	3,518	41
All ranks	All years	39,472	32,592	47,775	41,374	11,698	234
SOUTH ATLANTIC (21 departments)							
Full professor:	12 or more years in rank	57,029	48,012	65,396	57,718	13,356	104
	6 - 11 years in rank	49,974	44,872	57,925	51,542	8,107	70
	3 - 5 years in rank	46,200	40,078	50,682	46,067	6,704	35
	Less than 3 years in rank	44,250	41,686	45,348	46,783	10,905	29
	All years	50,319	44,191	60,236	52,856	11,805	238
Associate professor:	6 or more years in rank	37,992	34,997	41,400	37,852	5,864	82
	3 - 5 years in rank	37,875	34,321	40,325	38,371	5,991	50
	Less than 3 years in rank	34,600	32,462	36,698	34,284	3,564	41
	All years	36,900	34,000	39,725	37,156	5,657	173
Assistant professor:	3 or more years in rank	30,074	28,560	32,000	30,459	4,193	32
	Less than 3 years in rank	30,000	28,406	31,492	29,755	2,878	50
	All years	30,000	28,500	31,674	30,030	3,444	82
All ranks	All years	41,238	34,000	50,285	43,522	12,925	494

TABLE 11 (Continued)

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST SOUTH CENTRAL (8 departments)							
Full professor:	12 or more years in rank	49,940	44,526	54,190	50,283	9,019	42
	6 - 11 years in rank	45,066	41,611	47,925	46,455	8,773	18
	3 - 5 years in rank	44,357	37,919	49,864	44,302	6,527	16
	Less than 3 years in rank	-	-	-	-	-	3
	All years	47,000	42,759	51,634	48,030	8,627	79
Associate professor:	6 or more years in rank	32,706	31,005	34,516	33,323	4,426	19
	3 - 5 years in rank	33,732	32,004	43,500	36,888	7,387	11
	Less than 3 years in rank	29,204	28,082	32,240	30,667	3,768	16
	All years	32,209	29,282	34,612	33,251	5,505	46
Assistant professor:	3 or more years in rank	29,762	28,058	31,118	29,958	2,848	12
	Less than 3 years in rank	27,000	25,700	30,000	28,291	4,044	27
	All years	28,000	26,000	31,000	28,804	3,761	39
All ranks	All years	37,500	30,536	47,000	39,268	10,977	165
WEST SOUTH CENTRAL (11 departments)							
Full professor:	12 or more years in rank	44,061	40,369	50,139	46,431	9,496	46
	6 - 11 years in rank	45,094	40,165	56,842	50,526	14,573	26
	3 - 5 years in rank	41,600	39,935	53,181	45,427	9,923	15
	Less than 3 years in rank	41,585	36,107	53,038	46,279	13,718	13
	All years	43,682	39,991	53,078	47,325	11,623	100
Associate professor:	6 or more years in rank	33,515	30,580	38,254	35,358	7,275	51
	3 - 5 years in rank	36,330	32,000	38,546	36,174	5,352	11
	Less than 3 years in rank	35,931	30,396	41,710	36,896	8,158	21
	All years	34,843	30,754	38,874	35,855	7,242	83
Assistant professor:	3 or more years in rank	30,261	28,720	32,734	30,735	3,310	14
	Less than 3 years in rank	29,000	27,145	30,350	29,140	2,408	37
	All years	29,215	27,790	30,951	29,578	2,746	51
All ranks	All years	36,801	30,527	43,804	39,294	11,401	236
MOUNTAIN (10 departments)							
Full professor:	12 or more years in rank	52,916	46,100	58,590	52,308	10,658	67
	6 - 11 years in rank	44,547	40,773	54,838	48,973	11,768	36
	3 - 5 years in rank	-	-	-	-	-	9
	Less than 3 years in rank	46,695	42,632	55,650	49,094	9,226	23
	All years	49,670	42,700	56,100	50,221	10,733	135
Associate professor:	6 or more years in rank	38,102	32,030	40,875	36,769	6,079	31
	3 - 5 years in rank	33,401	28,440	38,954	34,354	6,641	16
	Less than 3 years in rank	36,296	30,558	42,750	35,669	7,288	14
	All years	36,683	30,750	40,632	35,883	6,485	61
Assistant professor:	3 or more years in rank	29,442	28,500	30,300	29,808	3,264	15
	Less than 3 years in rank	28,000	27,066	31,700	29,588	3,683	37
	All years	28,750	27,512	31,300	29,651	3,537	52
All ranks	All years	40,632	31,313	50,519	42,381	12,387	248

TABLE 11 (Continued)

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PACIFIC (15 departments)							
Full professor:	12 or more years in rank	64,373	52,968	75,500	64,233	15,268	132
	6 - 11 years in rank	54,200	49,400	61,325	54,767	10,151	76
	3 - 5 years in rank	49,400	43,192	52,350	48,127	5,892	25
	Less than 3 years in rank	49,400	44,800	54,200	50,215	9,891	19
	All years	54,200	49,400	66,625	58,724	14,147	252
Associate professor:	6 or more years in rank	37,200	32,810	41,868	37,064	5,176	33
	3 - 5 years in rank	40,400	34,866	41,400	39,158	3,758	11
	Less than 3 years in rank	38,118	36,174	41,400	38,827	4,793	24
	All years	38,218	34,734	41,751	38,025	4,867	68
Assistant professor:	3 or more years in rank	35,400	32,319	37,100	34,215	3,924	23
	Less than 3 years in rank	29,564	27,261	32,650	29,794	3,372	36
	All years	31,000	27,873	35,400	31,517	4,175	59
All ranks	All years	49,400	38,000	61,100	50,843	16,326	382

Source: 1988-89 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported by region, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

TABLE 12

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Private Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U. S. REGIONS (58 departments)							
Full professor:	12 or more years in rank	61,100	50,814	70,050	61,542	14,077	234
	6 - 11 years in rank	52,500	47,231	60,428	54,815	10,284	122
	3 - 5 years in rank	49,230	45,250	58,050	51,658	9,793	49
	Less than 3 years in rank	47,000	43,250	53,750	49,376	9,935	65
	All years	55,000	47,306	66,005	57,083	13,099	470
Associate professor:	6 or more years in rank	40,775	36,309	44,329	41,348	8,096	112
	3 - 5 years in rank	38,900	36,504	41,750	39,220	4,719	65
	Less than 3 years in rank	36,670	33,797	39,000	37,446	6,040	81
	All years	38,614	35,363	42,641	39,587	6,931	258
Assistant professor:	3 or more years in rank	32,600	31,000	35,138	33,263	4,210	118
	Less than 3 years in rank	30,340	28,238	32,000	30,313	4,245	114
	All years	31,550	29,312	33,603	31,813	4,469	232
Iecturer/Instructor:	3 or more years in rank	28,975	26,568	35,296	31,357	5,853	12
	Less than 3 years in rank	30,500	22,119	32,000	29,652	6,746	11
	All years	29,196	26,208	32,463	30,541	6,211	23
All ranks	All years	42,800	34,000	54,500	45,906	14,927	983
NEW ENGLAND (9 departments)							
Full professor:	12 or more years in rank	66,500	61,350	72,000	66,413	11,409	37
	6 - 11 years in rank	51,450	46,381	59,375	54,886	12,001	20
	3 - 5 years in rank	-	-	-	-	-	3
	Less than 3 years in rank	-	-	-	-	-	9
	All years	61,225	50,100	68,825	60,785	12,610	69
Associate professor:	6 or more years in rank	43,300	38,100	45,431	43,764	8,356	16
	3 - 5 years in rank	39,050	37,500	41,000	38,899	2,311	11
	Less than 3 years in rank	37,200	35,685	38,988	37,490	2,585	12
	All years	39,050	37,150	42,800	40,461	6,244	39
Assistant professor:	3 or more years in rank	32,700	31,900	34,300	33,307	1,936	22
	Less than 3 years in rank	31,500	30,000	32,500	31,558	1,677	15
	All years	32,400	31,500	33,950	32,598	2,009	37
All ranks	All years	43,098	34,300	61,131	47,975	15,580	146
MIDDLE ATLANTIC (17 departments)							
Full professor:	12 or more years in rank	61,700	52,527	71,200	63,811	13,489	79
	6 - 11 years in rank	52,141	48,204	64,776	55,596	10,730	34
	3 - 5 years in rank	58,000	47,592	64,800	56,391	11,635	17
	Less than 3 years in rank	47,035	41,250	55,385	49,816	10,730	27
	All years	56,469	49,056	67,600	58,822	13,340	157
Associate professor:	6 or more years in rank	42,234	38,024	45,467	41,580	5,460	32
	3 - 5 years in rank	41,898	37,324	46,175	42,141	5,393	18
	Less than 3 years in rank	36,887	35,074	41,000	38,407	5,307	21
	All years	40,750	36,887	45,222	40,784	5,547	71
Assistant professor:	3 or more years in rank	33,512	31,712	37,052	34,256	3,759	41
	Less than 3 years in rank	30,584	27,425	32,250	30,261	4,949	30
	All years	32,200	30,400	35,300	32,568	4,709	71
All ranks	All years	45,838	36,850	57,460	48,142	15,348	303

TABLE 12 (Continued)

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Private Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST NORTH CENTRAL (9 departments)							
Full professor:	12 or more years in rank	50,300	45,350	59,325	52,545	12,082	20
	6 - 11 years in rank	51,315	47,400	62,000	53,795	9,730	15
	3 - 5 years in rank	47,550	42,625	57,200	48,635	10,460	12
	Less than 3 years in rank	-	-	-	-	-	7
	All years	50,100	44,950	58,175	51,253	10,682	54
Associate professor:	6 or more years in rank	38,500	34,500	43,000	40,553	10,781	27
	3 - 5 years in rank	-	-	-	-	-	8
	Less than 3 years in rank	34,400	31,441	40,734	37,826	8,770	17
	All years	37,480	33,575	42,492	39,196	9,420	52
Assistant professor:	3 or more years in rank	31,850	28,247	34,505	32,781	6,237	27
	Less than 3 years in rank	29,388	25,843	33,203	30,030	6,153	28
	All years	30,500	27,994	33,603	31,380	6,292	55
All years	All years	36,270	30,500	47,000	39,680	12,111	176
WEST NORTH CENTRAL (2 departments)		(Insufficient Ns of faculty for analysis)					
SOUTH ATLANTIC (10 departments)							
Full professor:	12 or more years in rank	59,000	53,064	66,042	58,468	12,520	45
	6 - 11 years in rank	52,673	46,440	59,602	53,222	7,896	25
	3 - 5 years in rank	-	-	-	-	-	6
	Less than 3 years in rank	-	-	-	-	-	9
	All years	55,000	48,150	63,269	55,648	10,745	85
Associate professor:	6 or more years in rank	40,442	35,525	43,236	40,314	5,708	24
	3 - 5 years in rank	37,400	36,300	41,750	38,393	3,474	17
	Less than 3 years in rank	37,081	36,300	48,000	40,409	6,668	11
	All years	38,460	36,050	42,369	39,706	5,296	52
Assistant professor:	3 or more years in rank	32,130	30,525	36,600	33,341	3,407	13
	Less than 3 years in rank	30,680	28,854	32,200	30,769	2,641	18
	All years	31,000	30,000	33,600	31,848	3,203	31
All ranks	All years	43,800	36,050	55,386	46,322	12,855	168
EAST SOUTH CENTRAL (3 departments)		(Insufficient Ns of faculty for analysis)					
WEST SOUTH CENTRAL (4 departments)		(Insufficient Ns of faculty for analysis)					
MOUNTAIN (1 department)		(Insufficient Ns of faculty for analysis)					
PACIFIC (3 departments)		(Insufficient Ns of faculty for analysis)					

Source: 1988-89 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported by region, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

FACULTY SALARIES IN U.S. MASTER'S DEPARTMENTS OF PSYCHOLOGY

Table 13. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank: 1986-87 to 1988-89

Table 14. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 1986-87 to 1988-89

Table 15. Distribution of 1988-89 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Table 16. Summary Statistics: 1988-89 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Table 17. 1988-89 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank

Table 18. 1988-89 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

Table 19. 1988-89 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank

Table 20. 1988-89 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Years Since Doctorate

TABLE 13

Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank: 1986-87 to 1988-89

	Rank				
	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All Ranks
U.S. Master's Departments					
1986-87 (120 departments)	$41,621	$32,244	$26,031	$26,161	$35,339
	N=601	N=397	N=260	N=14	N=1,272
1987-88 (122 departments)	$42,359	$33,148	$26,711	$24,496	$36,455
	N=654	N=403	N=246	N=11	N=1,314
1988-89 (141 departments)	$44,585	$34,924	$28,531	$29,314	$38,309
	N=727	N=449	N=302	N=10	N=1,488
Percentage change in monetary salary:					
1986-87 to 1987-88:	+1.8%	+2.8%	+2.6%	-6.4%	+3.2%
1987-88 to 1988-89:	+5.3%	+5.4%	+6.8%	+19.7%	+5.1%
Percentage change in real terms:					
1986-87 to 1987-88:	-2.2%	-1.2%	-1.4%	-10.4%	-0.8%
1987-88 to 1988-89:	+1.1%	+1.2%	+2.6%	+15.5%	+0.9%
All U.S. Departments					
1986-87 (360 departments)	$46,973	$33,910	$27,041	$25,731	$39,023
	N=2,950	N=1,704	N=1,128	N=92	N=5,874
1987-88 (383 departments)	$49,182	$35,621	$28,815	$28,535	$41,081
	N=3,178	N=1,836	N=1,212	N=68	N=6,294
1988-89 (414 departments)	$51,623	$37,690	$30,437	$31,353	$43,135
	N=3,313	N=1,906	N=1,349	N=52	N=6,620
Percentage change in monetary salary					
1986-87 to 1987-88:	+4.7%	+5.0%	+6.6%	+10.9%	+5.3%
1987-88 to 1988-89:	+5.0%	+5.8%	+5.6%	+9.9%	+5.0%
Percentage change in real terms					
1986-87 to 1987-88:	+0.7%	+1.0%	+2.6%	+6.9%	+1.3%
1987-88 to 1988-89:	+0.8%	+1.6%	+1.4%	+5.7%	+0.8%

Source: 1987-88 and 1988-89 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 4.0% for the period from September 1986 to September 1987 and 4.2% for the period from September 1987 to September 1988.

TABLE 14

Changes in Average Salaries of Full-Time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 1986-87 to 1988-89

	Full Professor				Associate Professor			Assistant Professor		Lecturer or Instructor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
1986-87	$44,357	$40,863	$39,589	$36,877	$33,947	$30,947	$29,434	$27,346	$24,497	a	$23,271
(120 departments)	N=251	N=179	N=96	N=75	N=209	N=114	N=74	N=140	N=120	N=4	N=10
1987-88	$45,468	$42,257	$39,558	$36,931	$35,173	$31,914	$30,153	$28,142	$25,715	-	$24,496
(122 departments)	N=255	N=206	N=105	N=88	N=204	N=104	N=95	N=101	N=145	N=0	N=11
1988-89	$47,445	$44,302	$41,911	$39,550	$36,895	$33,956	$31,969	$30,226	$27,046	a	a
(141 departments)	N=292	N=234	N=103	N=98	N=225	N=110	N=114	N=141	N=161	N=2	N=8
Percentage change in monetary salary											
1986-87 to 1987-88:	+2.5%	+3.4%	-0.1%	+0.1%	+3.6%	+3.1%	+2.4%	+2.9%	+5.0%	a	+5.3%
1987-88 to 1988-89:	+4.3%	+4.8%	+5.9%	+7.1%	+4.9%	+6.4%	+6.0%	+7.4%	+5.2%	a	a
Percentage change in real terms											
1986-87 to 1987-88:	-1.5%	-0.6%	-4.1%	-3.9%	-0.4%	-0.9%	-1.6%	-1.1%	+1.0%	a	+1.3%
1987-88 to 1988-89:	+0.1%	+0.6%	+1.7%	+2.9%	+0.7%	+2.2%	+1.8%	+3.2%	+1.0%	a	a

Source: 1987-88 and 1988-89 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 4.0% for the period from September 1986 to September 1987 and 4.2% for the period from September 1987 to September 1988.

[a] No statistics are reported due to the small number of respondents.

TABLE 15

Distribution of 1988-89 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

	Full Professor				Associate Professor			Assistant Professor		Lecturer/Instructor	
9-10-month salary	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
$65,000 or more	3										
$64,000-64,999	1										
63,000-63,999	3		1								
62,000-62,999	1										
61,000-61,999			1								
60,000-60,999	4										
$59,000-59,999	2	1									
58,000-58,999	2		1								
57,000-57,999	2	1									
56,000-56,999	4			2							
55,000-55,999	6				1						
$54,000-54,999	5	2									
53,000-53,999	3	6		1	1						
52,000-52,999	51	44	4		5						
51,000-51,999	4	3									
50,000-50,999	26	6	4	1	4						
$49,000-49,999	7	6	2		1						
48,000-48,999	15	6	4	3	2						
47,000-47,999	25	13	4	3	2						
46,000-46,999	10	12	4		6	1					
45,000-45,999	12	7	5	7	1		1				
$44,000-44,999	10	10	4		5	2		5	1		
43,000-43,999	11	10	5	11	7	1					
42,000-42,999	16	10	9	3	6	4	1	2			
41,000-41,999	17	18	6	6	12	6	4	1			
40,000-40,999	13	5	5	9	6	1		1			
$39,000-39,999	5	13	8	7	18	4	2	2			
38,000-38,999	10	10	4	3	8	9	5	1			
37,000-37,999	4	11	7	4	12	4	1	8			
36,000-36,999	8	14	10	9	11	1	7	1			
35,000-35,999	3	11	1	9	21	2	4	5	2		
$34,000-34,999	2	4	7	5	12	13	10	3	2		
33,000-33,999	2	4	2	2	19	8	7	10	3		
32,000-32,999		5	3	7	18	11	8	5	4		
31,000-31,999	3	1		1	16	9	10	4	3		
30,000-30,999	1			2	11	13	11	9	11		
$29,000-29,999	1	1	1	2	5	10	10	13	7		
28,000-28,999			1	1	8		19	16	26		
27,000-27,999					3	4	5	18	19		
26,000-26,999					3	6	5	14	17		
25,000-25,999					1	1	2	5	32		
Less than $25,000							2	18	34		
N	292	234	103	98	225	110	114	141	161	2	8

Source: 1988-89 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries and are for full-time doctoral faculty. The distributions of salaries for Lecturers and Instructors are not presented, given the small number of individuals in these ranks.

TABLE 16

Summary Statistics: 1988-89 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles 10%	25%	75%	90%	Mean	SD	N
FULL PROFESSOR:								
12 or more years	$47,900	$38,369	$42,025	$52,968	$54,792	$47,445	7,153	292
6 - 11 years	$43,942	$35,654	$38,648	$50,304	$52,968	$44,302	6,640	234
3 - 5 years	$41,327	$34,188	$37,000	$45,987	$50,326	$41,911	6,396	103
Less than 3 years	$39,580	$32,698	$35,406	$43,516	$47,000	$39,550	5,723	98
All years	$44,000	$35,592	$39,120	$50,000	$52,968	$44,585	7,248	727
ASSOCIATE PROFESSOR:								
6 or more years	$35,594	$30,016	$32,444	$40,635	$45,798	$36,895	6,086	225
3 - 5 years	$33,100	$28,015	$30,226	$38,028	$41,692	$33,956	4,756	110
Less than 3 years	$31,115	$27,190	$28,832	$34,740	$38,068	$31,969	4,242	114
All years	$33,946	$28,466	$30,704	$38,412	$42,300	$34,924	5,742	449
ASSISTANT PROFESSOR:								
3 or more years	$28,875	$24,658	$26,750	$33,050	$37,395	$30,226	5,103	141
Less than 3 years	$26,670	$23,874	$25,000	$28,498	$30,886	$27,046	3,136	161
All years	$27,494	$24,237	$25,495	$30,000	$34,470	$28,531	4,457	302

Source: 1988-89 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the master's degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries.

TABLE 17

1988-89 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PSYCHOLOGY (118 departments)							
Full professor:	12 or more years in rank	47,900	42,000	52,968	47,343	7,200	267
	6 - 11 years in rank	44,079	38,625	51,250	44,397	6,739	221
	3 - 5 years in rank	41,003	36,900	45,987	41,315	5,598	97
	Less than 3 years in rank	39,160	35,036	43,000	39,092	5,284	90
	All years	43,883	38,783	50,000	44,412	7,211	675
Associate professor:	6 or more years in rank	35,500	32,302	40,635	36,546	5,825	201
	3 - 5 years in rank	32,787	30,207	37,388	33,697	4,755	97
	Less than 3 years in rank	31,084	28,809	34,677	31,820	4,022	107
	All years	33,673	30,600	38,162	34,615	5,527	405
Assistant professor:	3 or more years in rank	28,769	26,700	33,000	29,833	4,934	119
	Less than 3 years in rank	26,569	25,000	28,150	26,748	2,723	147
	All years	27,333	25,232	29,815	28,129	4,158	266
All ranks	All years	37,067	30,741	44,500	38,180	9,089	1,356
OTHER (23 departments)							
Full professor:	12 or more years in rank	47,600	45,440	50,311	48,534	6,667	25
	6 - 11 years in rank	41,439	38,786	44,632	41,828	3,430	12
	3 - 5 years in rank	-	-	-	-	-	6
	Less than 3 years in rank	-	-	-	-	-	8
	All years	46,080	41,182	50,311	46,708	8,445	51
Associate professor:	6 or more years in rank	37,607	35,070	46,115	39,818	7,461	24
	3 - 5 years in rank	38,110	30,854	39,400	35,887	4,469	13
	Less than 3 years in rank	-	-	-	-	-	7
	All years	37,245	31,618	39,900	37,770	6,878	44
Assistant professor:	3 or more years in rank	30,796	28,300	40,000	33,250	6,951	23
	Less than 3 years in rank	29,635	26,000	31,914	30,166	5,122	14
	All years	30,000	27,338	35,000	32,083	6,426	37
All ranks	All years	38,922	31,365	45,586	39,629	9,208	132

Source: 1988-89 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the master's degree. The category "Other" includes departments of educational psychology, counseling psychology, school psychology, and other similar units that may be more specialized in nature. All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. With the exception of Psychology Departments, salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each type of department. For a description of the states included in each region, see Appendix B.

TABLE 18

1988-89 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U. S. REGIONS (118 departments)							
Full professor:	12 or more years in rank	47,900	42,000	52,968	47,343	7,200	267
	6 - 11 years in rank	44,079	38,625	51,250	44,397	6,739	221
	3 - 5 years in rank	41,003	36,900	45,987	41,315	5,598	97
	Less than 3 years in rank	39,160	35,036	43,000	39,092	5,284	90
	All years	43,883	38,783	50,000	44,412	7,211	675
Associate professor:	6 or more years in rank	35,500	32,302	40,635	36,546	5,825	201
	3 - 5 years in rank	32,787	30,207	37,388	33,697	4,755	97
	Less than 3 years in rank	31,084	28,809	34,677	31,820	4,022	107
	All years	33,673	30,600	38,162	34,615	5,527	405
Assistant professor:	3 or more years in rank	28,769	26,700	33,000	29,833	4,934	119
	Less than 3 years in rank	26,569	25,000	28,150	26,748	2,723	147
	All years	27,333	25,232	29,815	28,129	4,158	266
All ranks	All years	37,067	30,741	44,500	38,180	9,089	1,356
NEW ENGLAND (7 departments)		(Insufficient Ns of faculty for analysis)					
MIDDLE ATLANTIC (14 departments)							
Full professor:	12 or more years in rank	50,000	47,915	50,078	50,167	7,784	42
	6 - 11 years in rank	47,915	45,870	50,000	47,514	3,361	23
	3 - 5 years in rank	42,870	39,281	47,900	43,806	4,580	18
	Less than 3 years in rank	-	-	-	-	-	6
	All years	47,915	44,590	50,000	47,695	6,580	89
Associate professor:	6 or more years in rank	40,580	35,791	44,100	40,284	5,779	43
	3 - 5 years in rank	35,000	30,575	41,400	35,823	6,185	15
	Less than 3 years in rank	34,500	31,525	37,500	34,826	3,899	12
	All years	39,400	33,938	43,215	38,393	6,033	70
Assistant professor:	3 or more years in rank	36,350	30,014	37,750	34,616	4,913	20
	Less than 3 years in rank	28,500	27,150	31,643	29,430	2,702	13
	All years	32,400	28,000	37,000	32,573	4,867	33
All ranks	All years	42,000	35,053	47,915	41,705	8,498	192
EAST NORTH CENTRAL (18 departments)							
Full professor:	12 or more years in rank	44,088	42,000	48,165	45,645	5,511	49
	6 - 11 years in rank	39,400	36,762	41,784	40,112	5,390	41
	3 - 5 years in rank	36,819	33,500	38,670	36,142	3,058	15
	Less than 3 years in rank	36,289	35,542	39,623	37,245	2,616	20
	All years	40,568	36,960	44,350	41,346	6,085	125
Associate professor:	6 or more years in rank	34,498	31,716	39,488	35,349	4,164	32
	3 - 5 years in rank	32,000	30,200	33,945	32,742	3,672	18
	Less than 3 years in rank	30,372	28,525	33,279	31,057	3,194	20
	All years	32,422	30,520	36,040	33,452	4,169	70
Assistant professor:	3 or more years in rank	27,846	27,000	28,159	27,846	2,570	11
	Less than 3 years in rank	27,015	24,892	28,168	26,314	2,422	34
	All years	27,405	25,000	28,154	26,688	2,519	45
All ranks	All years	36,000	30,015	41,500	36,245	7,671	241
WEST NORTH CENTRAL (12 departments)		(Insufficient Ns of faculty for analysis)					

TABLE 18 (Continued)
1988-89 Salaries for Full-time Faculty in U.S. Master's
Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
SOUTH ATLANTIC (22 departments)							
Full professor:	12 or more years in rank	45,611	41,785	48,570	46,493	6,438	45
	6 - 11 years in rank	42,992	37,750	47,688	43,340	6,532	28
	3 - 5 years in rank	42,500	37,000	44,000	41,456	4,133	23
	Less than 3 years in rank	39,335	36,748	43,141	40,024	4,995	18
	All years	43,000	39,718	46,931	43,681	6,303	114
Associate professor:	6 or more years in rank	34,823	33,262	37,365	35,628	5,035	45
	3 - 5 years in rank	33,989	31,486	34,776	33,423	2,548	22
	Less than 3 years in rank	31,002	28,993	33,729	31,754	3,738	27
	All years	33,764	30,956	36,050	33,999	4,494	94
Assistant professor:	3 or more years in rank	27,324	26,250	29,375	27,906	2,765	22
	Less than 3 years in rank	26,300	25,000	27,875	26,311	1,538	28
	All years	26,818	25,190	28,098	27,013	2,285	50
All ranks	All years	35,536	29,900	42,602	36,716	8,347	264
EAST SOUTH CENTRAL (9 departments)							
Full professor:	12 or more years in rank	36,655	35,352	41,288	38,453	5,206	10
	6 - 11 years in rank	41,802	35,664	42,963	40,242	4,629	16
	3 - 5 years in rank	40,275	37,926	41,456	39,832	2,045	11
	Less than 3 years in rank	-	-	-	-	-	8
	All years	40,275	36,312	41,955	39,367	4,313	45
Associate professor:	6 or more years in rank	31,355	27,702	33,450	31,171	3,998	14
	3 - 5 years in rank	-	-	-	-	-	5
	Less than 3 years in rank	28,521	27,311	31,846	29,283	2,617	10
	All years	28,981	27,222	32,587	30,079	3,489	29
Assistant professor:	3 or more years in rank	25,946	24,680	27,620	25,956	2,121	10
	Less than 3 years in rank	24,295	23,418	25,072	24,226	1,409	17
	All years	24,927	23,756	25,950	24,867	1,872	27
All ranks	All years	32,500	26,300	39,697	32,824	7,145	101
WEST SOUTH CENTRAL (13 departments)							
Full professor:	12 or more years in rank	41,000	36,000	47,682	41,928	8,324	15
	6 - 11 years in rank	37,350	35,111	43,194	38,899	5,616	12
	3 - 5 years in rank	-	-	-	-	-	8
	Less than 3 years in rank	-	-	-	-	-	8
	All years	37,005	35,000	43,984	39,515	6,707	43
Associate professor:	6 or more years in rank	32,169	29,450	36,968	33,976	6,702	18
	3 - 5 years in rank	-	-	-	-	-	8
	Less than 3 years in rank	-	-	-	-	-	7
	All years	31,753	28,978	34,465	32,792	5,613	33
Assistant professor:	3 or more years in rank	29,000	27,339	33,575	30,674	3,891	14
	Less than 3 years in rank	-	-	-	-	-	8
	All years	27,400	26,750	32,700	29,124	3,868	22
All ranks	All years	34,000	29,218	37,600	34,788	7,265	99
MOUNTAIN (7 departments)		(Insufficient Ns of faculty for analysis)					

TABLE 18 (Continued)

1988-89 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PACIFIC (12 departments)							
Full professor:	12 or more years in rank	52,968	42,798	52,968	49,155	6,416	77
	6 - 11 years in rank	52,968	52,968	52,968	50,258	5,397	60
	3 - 5 years in rank	50,544	48,204	52,968	47,404	7,289	11
	Less than 3 years in rank	45,984	40,339	48,204	43,453	5,975	15
	All years	52,968	44,079	52,968	48,918	6,317	163
Associate professor:	6 or more years in rank	34,804	32,372	41,868	36,734	5,856	22
	3 - 5 years in rank	33,792	28,403	39,069	34,139	5,850	10
	Less than 3 years in rank	-	-	-	-	-	9
	All years	34,797	32,326	39,230	35,930	5,317	41
Assistant professor:	3 or more years in rank	33,000	28,072	33,192	32,924	7,213	11
	Less than 3 years in rank	30,000	28,072	31,680	29,762	2,123	15
	All years	30,252	28,072	33,192	31,100	5,087	26
All ranks	All years	48,204	36,140	52,968	44,549	9,183	232

Source: 1988-89 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the master's degree; excluded are other types of departments that may be more specialized in nature (e.g., educational psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported by region, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

TABLE 19

1988-89 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank

Type of Institution, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PUBLIC INSTITUTIONS (90 departments)							
Full professor:	12 or more years in rank	47,915	42,215	52,968	47,496	6,330	234
	6 - 11 years in rank	44,575	38,700	52,895	44,707	6,740	200
	3 - 5 years in rank	41,165	36,817	45,987	41,331	5,747	82
	Less than 3 years in rank	39,470	35,000	43,282	39,172	5,380	81
	All years	44,100	39,000	50,000	44,586	6,927	597
Associate professor:	6 or more years in rank	35,600	32,472	40,690	36,892	5,800	167
	3 - 5 years in rank	32,787	30,210	37,311	33,697	4,676	83
	Less than 3 years in rank	30,950	28,726	34,508	31,638	4,036	90
	All years	33,770	30,670	38,298	34,721	5,580	340
Assistant professor:	3 or more years in rank	28,850	26,700	33,000	30,126	5,150	99
	Less than 3 years in rank	26,500	24,794	28,333	26,732	2,777	122
	All years	27,334	25,172	29,918	28,253	4,349	221
All ranks	All years	37,480	31,113	45,600	38,493	9,036	1,168
PRIVATE INSTITUTIONS (28 departments)							
Full professor:	12 or more years in rank	44,000	40,175	53,850	46,259	11,739	33
	6 - 11 years in rank	40,500	37,262	45,290	41,443	6,121	21
	3 - 5 years in rank	40,082	37,955	46,000	41,225	4,875	15
	Less than 3 years in rank	-	-	-	-	-	9
	All years	41,434	37,456	46,050	43,084	9,043	78
Associate professor:	6 or more years in rank	33,600	30,790	39,134	34,845	5,733	34
	3 - 5 years in rank	32,889	29,762	37,599	33,698	5,393	14
	Less than 3 years in rank	31,500	30,000	34,838	32,788	3,923	17
	All years	33,000	30,150	37,432	34,060	5,243	65
Assistant professor:	3 or more years in rank	27,434	26,368	30,962	28,383	3,425	20
	Less than 3 years in rank	27,300	25,040	28,000	26,829	2,495	25
	All years	27,300	25,672	28,325	27,520	3,012	45
All ranks	All years	34,400	29,525	41,732	36,239	9,204	188

Source: 1988-89 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the master's degree; excluded are other types of departments that may be more specialized in nature (e.g., educational psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each type of institution.

TABLE 20

1988-89 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Years Since Doctorate

Type of Department and Years Since Doctorate	Median	Q1	Q3	Mean	S.D.	N
PSYCHOLOGY (111 departments)						
35 or more years	50,788	33,455	52,968	47,509	10,299	11
30 - 34 years	48,396	44,372	52,968	48,873	6,695	36
25 - 29 years	45,015	40,575	51,050	45,295	7,224	101
20 - 24 years	42,500	38,325	50,000	43,612	8,208	239
17 - 19 years	42,000	36,726	48,051	42,485	7,271	194
14 - 16 years	37,680	33,696	43,952	39,103	7,087	188
11 - 13 years	35,329	31,757	40,579	36,533	6,107	120
8 - 10 years	31,069	28,848	36,587	33,089	6,344	114
6 - 7 years	29,490	27,361	33,798	31,004	4,514	60
4 - 5 years	27,905	25,800	30,801	28,372	3,630	63
2 - 3 years	27,300	24,923	29,500	27,758	3,612	72
0 - 1 year	25,672	24,706	28,000	26,264	3,143	62

Source: 1988-89 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the master's degree. All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided.

FACULTY SALARIES IN CANADIAN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Table 21. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank: 1986-87 to 1988-89

Table 22. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 1986-87 to 1988-89

Table 23. Distribution of 1988-89 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Table 24. Summary Statistics: 1988-89 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Table 25. 1988-89 Salaries for Full-time Faculty in Canadian Doctoral Departments by Years Since Doctorate

TABLE 21

Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank: 1986-87 to 1988-89

	Rank				
	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All Ranks
All Canadian Departments					
1986-87 (13 departments)	$61,455	$46,960	$37,414	a	$50,923
	N=149	N=161	N=64	N=4	N=378
1987-88 (15 departments)	$64,118	$50,654	$39,849	a	$54,961
	N=203	N=179	N=66	N=4	N=452
1988-89 (17 departments)	$68,790	$55,292	$40,760		$58,924
	N=221	N=196	N=69	N=8	N=494
Percentage change in monetary salary					
1986-87 to 1987-88:	+4.3%	+7.9%	+6.5%	a	+7.9%
1987-88 to 1988-89:	+7.3%	+9.2%	+2.3%	a	+7.2%
Percentage change in real terms					
1986-87 to 1987-88:	-0.2%	+3.4%	+2.0%	a	+3.4%
1987-88 to 1988-89:	+3.2%	+5.1%	-1.8%	a	+3.1%

Source: 1987-88 and 1988-89 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries and are reported in Canadian dollars. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for inflation in Canada as reported by the Bureau of Labor Statistics. The rates of inflation were 4.5% for the period from September 1986 to September 1987 and 4.1% for the period from September 1987 to September 1988.

[a] No statistics are reported due to the small number of respondents.

TABLE 22

Changes in Average Salaries of Full-Time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 1986-87 to 1988-89

	Full Professor				Associate Professor			Assistant Professor		Lecturer or Instructor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
1986-87	$69,966	$63,596	$55,713	$51,372	$51,318	$46,237	$41,245	$40,817	$36,255	a	a
(13 departments)	N=59	N=41	N=22	N=27	N=86	N=39	N=36	N=36	N=28	N=2	N=2
1987-88	$71,056	$64,453	$58,075	$54,658	$53,617	$47,902	$44,854	$42,209	$37,016	-	a
(15 departments)	N=75	N=59	N=33	N=36	N=107	N=33	N=39	N=36	N=30	N=0	N=4
1988-89	$75,672	$69,588	$60,753	$59,719	$58,806	$48,824	$46,827	$43,743	$37,689	a	a
(17 departments)	N=88	N=57	N=37	N=39	N=134	N=27	N=35	N=35	N=34	N=1	N=7
Percentage change in monetary salary											
1986-87 to 1987-88:	+1.6%	+1.3%	+4.2%	+6.4%	+4.5%	+3.6%	+8.8%	+3.4%	+2.1%	a	a
1987-88 to 1988-89:	+6.5%	+8.0%	+4.6%	+9.3%	+9.7%	+1.9%	+4.4%	+3.6%	+1.8%	a	a
Percentage change in real terms											
1986-87 to 1987-88:	-2.9%	-3.2%	-0.3%	+1.9%	+0.0%	-0.9%	+4.3%	-1.1%	-2.4%	a	a
1987-88 to 1988-89:	+2.4%	+3.9%	+0.5%	+5.2%	+5.6%	-2.2%	+0.3%	-0.5%	-2.3%	a	a

Source: 1987-88 and 1988-89 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. Salaries are 11-12-month salaries and are reported in Canadian dollars. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for inflation in Canada as reported by the Bureau of Labor Statistics. The rates of inflation were 4.5% for the period from September 1986 to September 1987 and 4.1% for the period from September 1987 to September 1988.

[a] No statistics are reported due to the small number of respondents.

TABLE 23

Distribution of 1988-89 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

	Full Professor				Associate Professor			Assistant Professor		Lecturer/Instructor	
11-12-month salary	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
$85,000 or more	10										
80,000-84,999	14	3			1						
75,000-79,999	24	8		2	5						
$74,000-74,999	4	4			2						
73,000-73,999	1	2									
72,000-72,999	11	9			4						
71,000-71,999	1	4		2	1						
70,000-70,999											
$69,000-69,999	1	3			1						
68,000-68,999	1	1	1		1						
67,000-67,999	3	2	5	2	4						
66,000-66,999	2	3	1	1	1						
65,000-65,999	3	1	3	2	5						
$64,000-64,999	3	2	3	2	6						
63,000-63,999	1	1	2	4	6						
62,000-62,999		2	3		4						
61,000-61,999		1	6	2	3						
60,000-60,999	1	2		3	10						
$59,000-59,999			1	1	4		1				
58,000-58,999			2	1	15						
57,000-57,999	2	1			6	1					
56,000-56,999			1	2	5	2		1			
55,000-55,999	3			6	8	1	2				
$54,000-54,999				1	8	1	1				
53,000-53,999			1		6	1	1	1			
52,000-52,999	1	1	1		4	3	3	1			
51,000-51,999				2	5	1	1				
50,000-50,999						2	1	1			
$49,000-49,999			1		1	2	2	2			
48,000-48,999			1	1	2	3	3	1			
47,000-47,999							1	1	1		
46,000-46,999				1	1	2	8	3			
45,000-45,999				1	4	1	2	2			
$44,000-44,999					4			3	1		
43,000-43,999				1	1	3		2	1		
42,000-42,999					1		1	2			
41,000-41,999						1		2	1		
40,000-40,999					1	1	1	1	2		
$39,000-39,999							1	1	3		
38,000-38,999			1			1	2	3	3		
37,000-37,999							2	2	4		
36,000-36,999						1	1		5		
35,000-35,999								1	6		
Less than $35,000								1	3		
N	86	50	33	37	130	27	34	31	30	0	7

Source: 1988-89 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries and are reported in Canadian dollars. Excluded from this table are faculty in master's departments due to the small number of departments responding to the survey. The distributions of salaries for Lecturers and Instructors also are not presented, given the small number of individuals in these ranks.

TABLE 24

Summary Statistics: 1988-89 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles 10%	25%	75%	90%	Mean	SD	N
FULL PROFESSOR:								
12 or more years	$76,540	$63,745	$70,707	$81,038	$88,082	$75,941	10,684	86
6 - 11 years	$72,128	$61,788	$66,686	$74,770	$79,002	$70,653	6,423	50
3 - 5 years	$62,095	$50,514	$58,960	$65,589	$67,916	$61,226	6,605	33
Less than 3 years	$60,300	$48,238	$55,196	$65,075	$71,020	$59,981	8,014	37
All years	$68,845	$55,689	$62,078	$76,577	$82,112	$69,434	10,972	206
ASSOCIATE PROFESSOR:								
6 or more years	$58,380	$48,522	$54,298	$63,786	$70,940	$59,017	8,111	130
3 - 5 years	$49,583	$40,281	$43,801	$52,665	$56,444	$48,824	5,588	27
Less than 3 years	$46,906	$38,047	$44,270	$51,518	$54,813	$47,105	5,852	34
All years	$55,400	$44,250	$48,875	$60,745	$66,918	$55,456	9,072	191
ASSISTANT PROFESSOR:								
3 or more years	$44,295	$37,255	$39,474	$47,568	$52,440	$44,101	5,446	31
Less than 3 years	$37,150	$34,051	$35,804	$39,328	$43,284	$37,648	3,502	30
All years	$39,474	$35,180	$36,250	$44,596	$48,940	$40,927	5,598	61

Source: 1988-89 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 11-12-month salaries and are reported in Canadian dollars.

TABLE 25

1988-89 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Years Since Doctorate

Years Since Doctorate	Median	Q1	Q3	Mean	S.D.	N
CANADIAN DOCTORAL DEPARTMENTS (10 departments)						
35 or more years	-	-	-	-	-	8
30 - 34 years	78,180	72,458	83,464	79,221	12,928	22
25 - 29 years	72,900	66,527	79,236	72,730	8,346	53
20 - 24 years	66,687	60,350	74,894	67,475	9,491	89
17 - 19 years	63,149	58,440	69,142	63,625	8,230	67
14 - 16 years	57,566	49,348	62,013	56,012	7,633	69
11 - 13 years	53,219	49,245	58,494	53,283	7,028	48
8 - 10 years	47,608	43,808	54,929	48,260	6,498	32
6 - 7 years	46,130	44,558	46,990	45,331	3,548	24
4 - 5 years	40,478	37,318	43,086	41,737	6,511	21
2 - 3 years	36,250	35,035	38,298	35,868	4,839	20
0 - 1 years	37,992	33,946	40,089	36,002	5,259	11

Source: 1988-89 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments or educational psychology departments). All salaries are 11-12-month salaries and are reported in Canadian dollars. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All ranks".

OTHER SALARIES AND BENEFITS FOR SPECIFIC FACULTY POSITIONS
IN U.S. AND CANADIAN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Table 26. 1988-89 Starting Salaries and Expected 1989-90 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology

Table 27. 1988-89 Salaries and Benefits for Department Chairs in U.S. and Canadian Graduate Departments of Psychology

Table 28. 1988-89 Salaries and Benefits for Directors of Clinical Training in U.S. Graduate Departments of Psychology

Table 29. Salaries and Benefits for Directors of Counseling Psychology, School Psychology, and Other Health Service Provider Training Programs in U.S. Graduate Departments of Psychology

Table 30. Benefits for Other Types of Administrative Positions in U.S. Graduate Departments of Psychology

TABLE 26

1988-89 Starting Salaries and Expected 1989-90 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology

Starting salary	U.S. Graduate Departments of Psychology[a]						Canadian
	Doctoral			Master's			Doctoral
	Public	Private	All	Public	Private	All	Departments[b]
Average starting salary in 1988-89 for a new faculty member who was a new PhD:							
Median salary:	$28,000	$28,000	$28,000	$25,000	$28,000	$25,100	*
Q1:	$27,000	$26,000	$27,000	$23,980	$25,000	$24,428	*
Q3:	$29,600	$30,000	$30,000	$28,000	$29,625	$27,500	*
Mean:	$28,279	$27,564	$28,104	$25,346	$27,640	$26,002	*
S.D.:	2,468	3,383	2,720	3,243	4,292	3,672	*
N:	77	25	102	30	12	42	5
Comparison with 1987-88 starting salaries:							
Mean in 1987-88:	$27,376	$26,317	$27,059	$25,307	$24,389	$25,076	*
Mean in 1988-89:	$28,279	$27,564	$28,104	$25,346	$27,640	$26,002	*
Percentage change in monetary salary:	+3.3%	+4.7%	+3.9%	+0.0%	+12.1%	+3.7%	*
Percentage change in real terms:	-0.9%	+0.5%	-0.3%	-4.2%	+7.9%	-0.5%	*
Expected salary offered to a new PhD in 1989-90:							
Median salary:	$28,000	$28,000	$28,000	$26,000	$25,750	$26,000	$34,508
Q1:	$26,088	$25,500	$26,000	$24,000	$24,000	$24,000	$32,162
Q3:	$30,000	$30,383	$30,000	$27,500	$28,000	$27,500	$38,000
Mean:	$28,508	$28,026	$28,349	$25,937	$25,885	$25,923	$35,853
S.D.:	3,134	3,646	3,312	2,760	3,772	3,056	5,451
N:	173	85	258	101	38	139	14
Expected salary offered to a PhD with two years of postdoctoral experience in 1989-90:							
Median salary:	$30,000	$30,000	$30,000	$28,000	$27,000	$28,000	$38,500
Q1:	$28,000	$27,656	$28,000	$26,000	$25,000	$26,000	$35,000
Q3:	$32,500	$32,000	$32,000	$30,000	$29,000	$30,000	$40,500
Mean:	$30,303	$29,670	$30,092	$27,896	$27,580	$27,814	$39,105
S.D.:	3,004	3,615	3,227	2,958	4,063	3,267	5,953
N:	170	85	255	100	35	135	14

Source: 1987-88 and 1988-89 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. For the period of September 1987 to September 1988, the percentage change was 4.2% for the United States.

[a] Reported are 9-10-month salaries.

[b] Reported are 11-12-month salaries in Canadian dollars.

*There was an insufficient number of respondents for analysis.

TABLE 27

1988-89 Salaries and Benefits for Department Chairs

in U.S. and Canadian Graduate Departments of Psychology

Salary or Benefit	U.S. Departments[a]						Canadian Doctoral Departments[b]
	Doctoral			Master's			
	Public	Private	All	Public	Private	All	
Salary of the department chair:							
Median:	$54,000	$51,325	$53,134	$43,874	$39,305	$42,932	$66,885
Q1:	$45,196	$44,587	$44,998	$38,114	$32,540	$36,810	$56,608
Q3:	$63,402	$64,425	$63,552	$47,979	$47,150	$47,936	$74,332
Mean:	$55,309	$53,961	$54,872	$43,389	$42,196	$43,046	$67,557
SD:	13,014	13,663	13,218	6,583	12,748	8,777	12,473
N:	188	90	278	104	42	146	14
Comparison with 1987-88 chair salaries:							
Mean in 1987-88:	$54,029	$51,509	$53,250	$40,667	$36,831	$39,670	$65,739
Mean in 1988-89:	$55,309	$53,961	$54,872	$43,389	$42,196	$43,046	$67,557
Percentage change in monetary salary:	+2.4%	+4.8%	+3.0%	+6.7%	+14.6%	+8.5%	+2.8%
Percentage change in real terms:	-1.8%	+0.6%	-1.2%	+2.5%	+10.4%	+4.3%	-1.3%
Benefits received by department chair:[c]							
Assistant chair position (%):	36	23	32	14	5	11	64
Extra secretarial support (%):	63	64	63	51	45	49	86
Extra graduate assistants (%):	20	21	20	19	19	19	29
Summer salary/stipend (%):	67	47	61	61	52	58	na
Reduced teaching load (%):	90	86	88	96	83	92	100
Other (e.g., administrative support staff) (%):	6	7	6	5	2	4	14

Source: 1987-88 and 1988-89 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. For the period of September 1987 to September 1988, the percentage change was 4.2% for the United States and 4.1% for Canada.

[a] Reported are 9-10-month salaries.

[b] Reported are 11-12-month salaries in Canadian dollars. Statistics are only reported for chairs of Canadian doctoral departments, given that the number of master's departments that responded was too small for analysis.

[c] Included are those departments that provided information on the salaries for department chairs. Percentages do not sum to 100%, given that individuals may receive one or more of these types of support.

na = Not applicable due to the fact that Canadian salaries are for 11-12-months.

TABLE 28

1988-89 Salaries and Benefits for Directors of Clinical Training in U.S. Graduate Departments of Psychology

Salary or Benefit	Doctoral Departments			All Master's Departments
	Public	Private	All	
Average salary of Director of Clinical Training:[a]				
Median:	$47,434	$42,750	$46,744	$33,034
Q1:	$40,478	$34,498	$37,089	$30,811
Q3:	$54,138	$54,612	$54,138	$39,676
Mean:	$48,016	$45,918	$47,224	$35,334
SD:	10,112	14,370	11,876	7,336
N:	66	40	106	14
Benefits received by Director of Clinical Training:[b]				
Extra secretarial support (%):	47	55	50	14
Extra graduate assistants (%):	12	22	16	14
Summer salary/stipend (%):	36	12	27	14
Other stipend (%):	14	12	13	0
Reduced teaching load (%):	88	72	82	79
Other (e.g., administrative support staff) (%):	2	0	1	0

Source: 1988-89 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. There was an insufficient number of Canadian respondents for analysis.

[a] Reported are 9-10-month salaries.

[b] Included are those departments that provided information on the salaries for department chairs. Percentages do not sum to 100%, given that individuals may receive one or more of these types of benefits.

TABLE 29

1988-89 Salaries and Benefits for Directors of Counseling Psychology, School Psychology, and Other Health Service Provider Training Programs in U.S. Graduate Departments of Psychology

Salary or Benefit	Doctoral Departments			All Master's Departments
	Public	Private	All	
Average salary of director of health service provider training program (e.g., Director of Counseling Psychology or School Psychology)[a]:				
Median:	$40,284	$40,600	$40,442	$34,000
Q1:	$36,323	$33,087	$35,603	$28,809
Q3:	$48,686	$47,750	$48,000	$44,150
Mean:	$42,965	$41,136	$42,555	$36,093
SD:	10,232	8,649	9,857	8,962
N:	45	13	58	35
Benefits received by individual in this position:[b]				
Extra secretarial support (%):	24	54	31	34
Extra graduate assistants (%):	44	38	43	43
Summer salary (%):	27	15	24	23
Other stipend (%):	4	8	5	0
Reduced teaching load (%):	71	54	67	83
Other (e.g., administrative support staff) (%):	4	0	3	0

Source: 1988-89 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA and Council of Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. There was an insufficient number of Canadian respondents for analysis.

[a] Reported are 9-10-month salaries.

[b] Included are those departments that provided information on the salaries for administrative positions. Percentages do not sum to 100%, given that individuals may receive one or more of these types of benefits.

TABLE 30

Benefits for Other Types of Administrative Positions in U.S. Graduate Departments of Psychology

Benefits	Doctoral Departments			All Master's Departments
	Public	Private	All	
Benefits received by Director of Graduate Training (N):	41	19	60	25
Extra secretarial support (%):	44	21	37	24
Extra graduate assistants (%):	15	16	15	20
Summer salary (%):	34	0	23	20
Other stipend (%):	7	5	7	12
Reduced teaching load (%):	76	58	70	76
Other (e.g., administrative support staff) (%):	2	0	2	0
Benefits received by Director of Undergraduate Training: (N):	22	10	32	4
Extra secretarial support (%):	36	40	38	25
Extra graduate assistants (%):	4	20	9	0
Summer salary (%):	32	10	25	25
Other stipend (%):	9	20	12	0
Reduced teaching load (%):	77	80	78	0
Other (e.g., administrative support staff) (%):	4	0	3	0
Benefits received by Director of Clinic (N):	30	7	37	9
Extra secretarial support (%):	67	57	65	89
Extra graduate assistants (%):	40	29	38	67
Summer salary (%):	37	14	32	33
Other stipend (%):	13	29	16	0
Reduced teaching load (%):	70	86	73	100
Other (e.g., administrative support staff) (%):	0	0	0	0
Benefits received by Director of Experimental, Industrial-Organizational, or Research Training Program (N):	34	15	49	12
Extra secretarial support (%):	35	27	33	50
Extra graduate assistants (%):	9	20	12	50
Summer salary (%):	12	7	10	0
Other stipend (%):	3	7	4	0
Reduced teaching load (%):	88	73	84	92
Other (e.g., administrative support staff) (%):	0	0	0	0

TABLE 30 (Continued)

Benefits for Other Types of Administrative Positions

in U.S. Graduate Departments of Psychology

Benefit	Doctoral Departments			All Master's Departments
	Public	Private	All	
Benefits received by Associate or Assistant Chair (N):	19	4	23	2
Extra secretarial support (%):	74	0	61	0
Extra graduate assistants (%):	32	25	30	0
Summer salary (%):	37	25	35	0
Other stipend (%):	5	50	13	0
Reduced teaching load (%):	63	100	70	100
Other (e.g., administrative support staff) (%):	0	0	0	0
Benefits received by individual in Other Administrative Position (N):	22	23	45	6
Extra secretarial support (%):	46	56	51	67
Extra graduate assistants (%):	9	30	20	50
Summer salary (%):	14	26	20	33
Other stipend (%):	0	4	2	0
Reduced teaching load (%):	54	52	53	100
Other (e.g., administrative support staff) (%):	4	9	7	0

Source: 1988-89 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA and Council of Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. There was an insufficient number of Canadian respondents for analysis. Included are those departments that provided information on the salaries for each type of administrative position. Percentages do not sum to 100%, given that individuals may receive one or more of these types of benefit.

APPENDIX A

Table A. Response Rates for Selected Subgroups: 1988-89 Survey of Graduate Departments of Psychology

APPENDIX TABLE A

Response Rates for Selected Subgroups: 1988-89 Survey of Graduate Departments of Psychology

	U.S. Departments						Canadian Departments	
	Doctoral			Master's				
	Public (N=241) %	Private (N=131) %	Total (N=372) %	Public (N=154) %	Private (N=74) %	Total (N=228) %	Doctoral (N=27) %	Master's (N=6) %
Total	80	73	77	69	58	65	52	50
Region								
New England	75	76	76	62	58	60	na	na
Middle Atlantic	78	73	75	71	47	60	na	na
East North Central	78	68	75	79	54	70	na	na
West North Central	88	100	89	79	50	72	na	na
South Atlantic	75	93	80	70	80	73	na	na
East South Central	83	100	86	80	50	75	na	na
West South Central	75	80	76	60	50	58	na	na
Mountain	82	100	85	58	*	58	na	na
Pacific	84	50	68	61	67	63	na	na
Type of department								
Psychology	87	86	87	74	58	69	54	50
Educational/Counseling/ School psychology	78	50	72	54	59	56	33	na
Human development	47	75	53	100	0	50	na	na
Professional	80	68	70	na	0	0	na	na
Other	33	50	41	0	80	44	na	na

Note. These response rates are for those departments providing sufficient salary information to be included in either the analyses of faculty salaries or the analyses of salaries for chairs and other administrative positions within the department. The category "Educational/Counseling/School Psychology" includes departments of educational psychology, counseling psychology, school psychology, and other similar units. The "Other" category is a heterogeneous group of departments, including programs in industrial-organizational psychology and rehabilitation.

na = Not applicable.

APPENDIX B

STATES COMPRISING GEOGRAPHIC REGIONS IN THE UNITED STATES

APPENDIX B

States Comprising Geographic Regions in the United States

NEW ENGLAND:	Connecticut
	Maine
	Massachusetts
	New Hampshire
	Rhode Island
	Vermont
MIDDLE ATLANTIC:	New Jersey
	New York
	Pennsylvania
EAST NORTH CENTRAL:	Illinois
	Indiana
	Michigan
	Ohio
	Wisconsin
WEST NORTH CENTRAL:	Iowa
	Kansas
	Minnesota
	Missouri
	Nebraska
	North Dakota
	South Dakota
SOUTH ATLANTIC:	Delaware
	District of Columbia
	Florida
	Georgia
	Maryland
	North Carolina
	South Carolina
	Virginia
	West Virginia
EAST SOUTH CENTRAL:	Alabama
	Kentucky
	Mississippi
	Tennessee
WEST SOUTH CENTRAL:	Arkansas
	Louisiana
	Oklahoma
	Texas

American
Psychological
Association